



SALARY SURVEY REPORT

2023 | Restaurant

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Gecko
Hospitality



Dear Friends and Colleagues,

As we close the books on an unprecedented year, Gecko Hospitality is proud to present our 7th annual hospitality management salary report. Our survey has collected data from over 2,500 salaried hospitality management professionals across the United States and Canada between January and December of 2022.

This extensive survey encompasses popular job titles in the restaurant and hospitality industries, covering topics such as gender, geography, turnover rate, and salary increases. We strive to provide definitive insights that inform decisions about salaries for positions within these industries.

Throughout this challenging year, our industry has shown incredible resilience and ingenuity. Despite rumors of a potential recession swirling in the background, we have seen record-breaking sales and occupancy numbers across many sectors of the hospitality industry. This strong performance can be attributed to great leadership making an effort to improve managers' lives with better scheduling and quality of life initiatives such as emphasizing time spent with family. It's more important than ever before to strive for a balance between work and family life. That's why we're always searching for ways to help businesses stay competitive while also providing their staff with meaningful time off opportunities. By taking into account employees' personal needs, companies can become even more successful over time through increased productivity and job satisfaction.

At Gecko Hospitality, we are proud to provide up-to-date reports on the latest trends so that organizations can make informed decisions for their teams regarding wages, benefits packages, and compensation rates that reflect current market conditions. It is our goal to equip you with all the necessary tools needed to fill vital roles within the hospitality industry while providing key stakeholders with reliable information they can trust.

Our salary survey offers valuable insights into current compensation trends in the hospitality industry, giving you an up-to-date understanding of what it takes to attract and retain top talent. We hope that our survey will be a beneficial resource for your future hiring and management decisions. Thank you for your partnership and support – together, we can create an even brighter future for the hospitality industry!

Respectfully,

Robert Krzak
President
Gecko Hospitality

CLASSIFICATION DEFINITIONS

Quick Service

Quick service restaurants emphasize speed of service. Operations range from small-scale street vendors with food carts to multi-billion dollar corporations like McDonald's and Pizza Hut. If table seating is available, ordering is not done from the table but from a front counter. Drive-through and take-out service may also be available.

Fast Casual

Fast casual restaurants are primarily chain restaurants, such as Chipotle Mexican Grill and Panera Bread. Their average meal ranges from \$8 to \$15. Fast casual restaurants usually do not offer full table service, but may offer non-disposable plates and cutlery.

Family Dining

Family dining restaurants are full-service restaurants where guests are waited on by a service staff and alcoholic beverages are not served. Average meals range from \$9 to \$13. Chain Examples include: Bob Evans, Perkins, and Cracker Barrel.

Event Dining

Event dining consists of catering and event management companies that can provide once-in-a-lifetime Experiences for guests attending select events. You may see passed hors d'oeuvres by event/catering staff or buffet-style tables set up for guests, but generally there is a prix fixe menu and catering staff tending to guests needs.

Casual Dining

A casual dining restaurant serves moderately-priced food in a casual atmosphere. The average meal would range from \$10 to \$20. Casual dining restaurants typically provide table service. Chain Examples include: Chili's and Applebee's. Casual dining restaurants often have a full bar with separate bar staff, a larger beer menu and a limited wine menu.

Corporate Food & Beverage

Corporate Food & Beverage includes several divisions of the industry such as corporate dining, sports & entertainment, higher education, convention services, banquets and cultural attractions.

Marketplace Dining

Marketplace dining features a wide variety of different food stands & food halls designed to satisfy multiple groups at one time. A marketplace dining venue may have sit-down or walk-up service as well as some alcoholic beverages. The average meal would range from \$10 to \$20. Table service is not usually included and there is usually a station for cleaning up yourself and getting condiments.

Healthcare / Senior Living

Healthcare/Senior Living in the restaurant industry refers to food service, operations and management. Positions ranging from Dining Services Coordinators to Maintenance Directors can be found at healthcare/senior living facilities.

Retail / Grocery

Retail/Grocery establishments consist of retail stores and grocery stores where customers can buy goods for set prices. Chain Examples include grocery stores such as Aldi & Kroger, but can also include coffee shops, car washes, etc.

Upscale Casual

Upscale casual restaurants are where you're likely to see a tablecloth, a trained wait staff, and a full bar. The average check is from \$25 to \$50 per person. Some upscale casual restaurants are Fleming's Prime Steakhouse & Wine Bar, Cooper's Hawk Winery & Restaurant, and Burtons Grill.

Upscale Dining

Upscale dining restaurants pamper guests and have higher prices than other restaurants. You are tended to by more than one server and a sommelier will drop by your table. The best known Upscale dining chain restaurants are Ruth's Chris Steak House, Morton's The Steakhouse, and McCormick & Schmick's.



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BREAKDOWN OF CANDIDATES

1894

Restaurant Candidates Surveyed

GENDER

Female

551

Male

1343

POSITIONS

(candidates surveyed in each position)

Female

Area Coach	1
Area Director	3
Area Leader of Training	1
Assistant / Co-Manager	103
Assistant General Manager	37
Assistant Restaurant Manager	1
Attractions Operations Manager	1
Bakery Manager	2
Banquet Supervisor	1
Catering Manager	9
Catering Sales Manager	2
Chef	2
Chef Tournant	1
Chief of Staff	1
Chief Operating Officer	1
Director of Catering Sales	1
Director of Culture & Hospitality	1
Director Of Operations	3
Director of Sales/ Director of Sales & Marketing	1
Director of Special Events	1
Director of Training	1
District / Multi-Unit Manager	10

Male

Accounting Specialist	1
Area Coach	5
Area Director	15
Assistant / Co-Manager	182
Assistant Controller	1
Assistant Culinary Director	1
Assistant General Manager	104
Assistant Kitchen Manager	13
Banquet Manager	2
Bar Manager	3
Board Director	1
Catering Manager	3
Catering Sales Manager	2
Chef	22
Chef Instructor	1
Co-General Manager	1
Commissary Manager	1
Controller	3
Corporate Chef	4
Culinary Development Director	1
Culinary Director	1
Digital Marketing Manager	1
Director of Banquets	1

POSITIONS

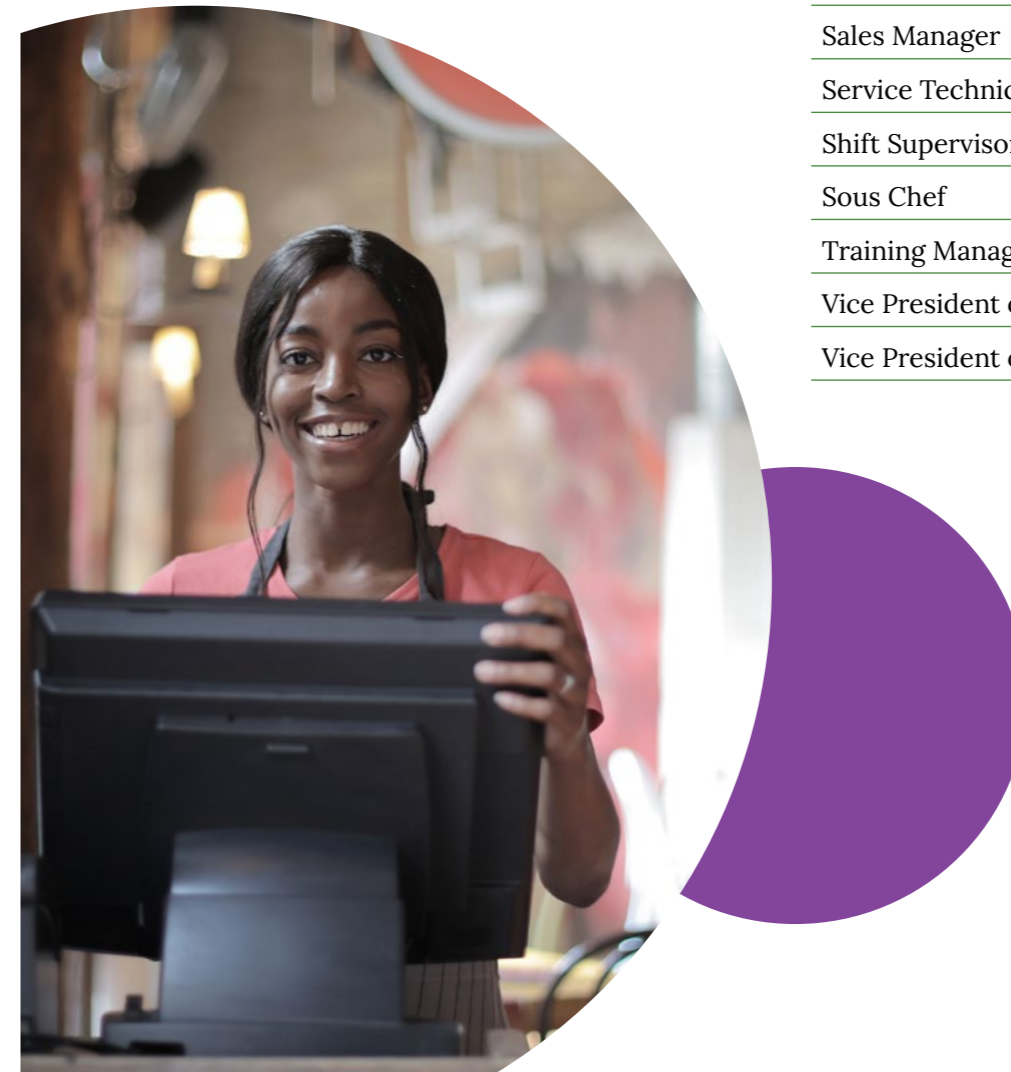
(candidates surveyed in each position)

<i>Female</i>	<i>Male</i>
Engaged Life Supervisor	1
Event Coordinator	1
Events & Sales Manager	6
Executive Chef	1
Fast Track General Manager	4
General Manager	128
Graphic Designer	1
Grocery Manager	2
Hotel Manager	1
Hourly (non-supervisory)	2
Hourly Supervisor	4
HR Talent Coordinator	1
Human Resource Director	5
Human Resource Manager	4
Kitchen Manager	6
Local Operating Partner	1
Marketing Manager	3
Multi-Unit General Manager	1
Office Manager	1
Operations Manager	2
Pastry Chef	3
Production Manager	1
Regional Manager	4
Restaurant Manager	159
Sales Manager	1
Director of Catering	1
Director of Construction	1
Director of Food and Beverage	2
Director of Franchise Operations	1
Director of Operations	12
Director of Purchasing	1
Dir of Sales / Dir Sales & Mktg	2
District / Multi-Unit Manager	14
Event Sales Manager	1
Executive Chef	59
Executive Sous Chef	1
Fast Track General Manager	6
Food and Beverage Director	3
Food and Beverage Manager	2
Franchise Business Consultant	1
Front of House Manager	1
General Manager	342
Multi-Unit General Manager	3
General Manager in Training	1
Grocery Manager	3
Hourly (non-supervisory)	3
Hourly Supervisor	7
Human Resource Manager	1
Human Resources Coordinator	1
IT Technician Specialist	1

POSITIONS

(candidates surveyed in each position)

<i>Female</i>	<i>Male</i>
Senior Manager	1
Service Manager	1
Shift Leader	1
Shift Supervisor	3
Sous Chef	13
Team Manager	2
Training Manager	2
Venue Manager	1
Kitchen Manager	85
Maintenance Technician	2
Managing Partner	6
Marketing Manager	2
Pastry Chef	1
Plant Production Manager	1
Project Specialist	1
Purchasing Manager	1
Regional Manager	4
Restaurant Manager	301
Revenue Manager	1
Sales Manager	1
Service Technician	1
Shift Supervisor	5
Sous Chef	85
Training Manager	2
Vice President of IT	1
Vice President of Operations	4



AVERAGE STARTING SALARIES

Classifications	Female	Classifications	Male
Area Coach	\$77,000	Accounting Specialist	\$44,800
Area Director	\$95,000	Area Coach	\$82,600
Area Leader of Training	\$90,000	Area Director	\$89,400
Assistant / Co-Manager	\$52,053	Assistant / Co-Manager	\$57,399
Assistant General Manager	\$54,547	Assistant Controller	\$50,000
Assistant Restaurant Manager	\$49,000	Assistant Culinary Director	\$75,000
Attractions Operations Manager	\$64,500	Assistant General Manager	\$63,903
Bakery Manager	\$56,000	Assistant Kitchen Manager	\$58,431
Banquet Supervisor	\$39,520	Banquet Manager	\$57,500
Catering Manager	\$54,330	Bar Manager	\$50,500
Catering Sales Manager	\$40,940	Board Director	\$68,000
Chef	\$61,250	Catering Manager	\$67,333
Chef Tournant	\$73,000	Catering Sales Manager	\$61,500
Chief of Staff	\$120,000	Chef	\$41,600
Chief Operating Officer	\$225,000	Chef Instructor	\$69,628
Director of Catering Sales	\$90,000	Co-General Manager	\$40,000
Director of Culture & Hospitality	\$70,000	Commissary Manager	\$105,000
Director of Operations	\$103,333	Controller	\$120,000
Director of Sales and Marketing	\$95,000	Corporate Chef	\$120,000
Director of Special Events	\$50,000	Culinary Development Director	\$98,000
Director of Training	\$72,000	Culinary Director	\$92,000
District / Multi-Unit Manager	\$78,250	Digital Marketing Manager	\$82,000
Engaged Life Supervisor	\$58,000	Director of Banquets	\$110,000
Event Coordinator	\$54,000	Director of Catering	\$75,000
Events & Sales Manager	\$64,667	Director of Construction	\$130,000

AVERAGE STARTING SALARIES

Classifications	Female	Classifications	Male
Executive Chef	\$90,000	Director of Food and Beverage	\$82,500
Fast Track General Manager	\$47,120	Director of Franchise Operations	\$100,000
General Manager	\$60,562	Director of Operations	\$120,875
Graphic Designer	\$70,000	Director of Purchasing	\$75,000
Grocery Manager	\$55,000	Dir of Sales / Dir of Sales & Mkt	\$96,500
Hotel Manager	\$50,000	District / Multi-Unit Manager	\$85,607
Hourly (non-supervisory)	\$33,280	Event Sales Manager	\$70,000
Hourly Supervisor	\$35,360	Executive Chef	\$75,858
HR Talent Coordinator	\$62,500	Executive Sous Chef	\$72,500
Human Resource Director	\$91,600	Fast Track General Manager	\$52,666
Human Resource Manager	\$80,533	Food and Beverage Director	\$85,000
Kitchen Manager	\$58,333	Food and Beverage Manager	\$75,000
Local Operating Partner	\$70,000	Franchise Business Consultant	\$70,000
Multi-Unit General Manager	\$90,000	Front of House Manager	\$58,000
Office Manager	\$50,000	General Manager	\$67,998
Operations Manager	\$80,000	Multi-Unit General Manager	\$70,000
Pastry Chef	\$48,720	General Manager in Training	\$65,000
Production Manager	\$45,000	Grocery Manager	\$79,333
Regional Manager	\$84,250	Hourly (non-supervisory)	\$20,000
Restaurant Manager	\$56,888	Hourly Supervisor	\$35,346
Sales Manager	\$65,000	Human Resource Manager	\$100,000
Senior Manager	\$90,000	Human Resources Coordinator	\$47,320
Service Manager	\$45,000	IT Technician Specialist	\$65,000
Shift Leader	\$33,280	Kitchen Manager	\$59,453
Shift Supervisor	\$46,800	Maintenance Technician	\$49,920

AVERAGE STARTING SALARIES

Classifications	Female	Classifications	Male
Sous Chef	\$60,315	Managing Partner	\$87,000
Team Manager	\$41,600	Marketing Manager	\$80,000
Training Manager	\$79,000	Pastry Chef	\$80,000
Venue Operations Manager	\$65,000	Plant Production Manager	\$45,000
		Project Specialist	\$75,000
		Purchasing Manager	\$110,000
		Regional Manager	\$73,000
		Restaurant Manager	\$62,983
		Revenue Manager	\$73,000
		Sales Manager	\$70,000
		Service Technician	\$56,000
		Shift Supervisor	\$42,770
		Sous Chef	\$71,815
		Training Manager	\$75,000
		Vice President of IT	\$125,000
		Vice President of Operations	\$158,750



RESTAURANT DIVISION

Average Starting Salaries - Female

Area Coach	Assistant Restaurant Manager
QSR	Casual Theme / Full Service
\$77,000	\$49,000
Area Director	Bakery Manager
Casual Theme / Full Service	Fast Casual
\$97,500	\$50,000
Fast Casual	Banquet Supervisor
\$90,000	Corporate Food & Beverage
Area Leader of Training	\$39,520
QSR	Catering Manager
\$90,000	Casual Theme / Full Service
Assistant / Co-Manager	\$67,000
Casual Theme / Full Service	Fast Casual
\$56,147	\$31,320
Family Style	Event Dining
\$49,630	\$65,000
Fast Casual	Marketplace Dining
\$50,569	\$55,000
QSR	Corporate Food & Beverage
\$46,145	\$61,666
Upscale Dining	Catering Sales Manager
\$54,400	Fast Casual
Upscale Casual	\$26,880
\$70,800	Event Dining
Corporate Food & Beverage	\$55,000
\$53,000	Chef
Senior Living	Casual Theme / Full Service
\$70,000	\$60,000
Assistant General Manager	Corporate Food & Beverage
Casual Theme / Full Service	\$62,500
\$57,120	
Family Style	
\$60,000	
Fast Casual	
\$52,145	
QSR	
\$40,598	
Upscale Casual	
\$62,333	
Upscale Dining	
\$90,000	

RESTAURANT DIVISION

Average Starting Salaries - Female

Chef Tournant		Director of Training	
Upscale Dining	\$73,000	Casual Theme / Full Service	\$72,000
Chief of Staff		District / Multi-Unit Manager	
Upscale Dining	\$120,000	Casual Theme / Full Service	\$85,000
Chief Operating Officer		Fast Casual	\$76,667
QSR	\$225,000	QSR	\$77,916
Director of Catering Sales		Engaged Life Supervisor	
Casual Theme / Full Service	\$90,000	Healthcare/Senior Living	\$58,000
Director of Culture & Hospitality		Event Coordinator	
Corporate Food & Beverage	\$70,000	Upscale Casual	\$54,000
Director of Operations		Events & Sales Manager	
Fast Casual	\$90,000	Corporate Food & Beverage	\$60,000
QSR	\$110,000	Casual Theme / Full Service	\$68,333
Director of Sales and Marketing		Event Dining	\$48,000
QSR	\$95,000	Marketplace Dining	\$75,000
Director of Special Events		Executive Chef	
Event Dining	\$50,000	Event Dining	\$90,000

RESTAURANT DIVISION

Average Starting Salaries - Female

Fast Track General Manager		Hourly (non-supervisory)	
Casual Theme / Full Service	\$58,000	Corporate Food & Beverage	\$33,280
Fast Casual	\$48,000	Hourly Supervisor	
QSR	\$35,360	Casual Theme / Full Service	\$5,886.40 + Tips
General Manager		Corporate Food & Beverage	\$39,520
Casual Theme / Full Service	\$66,774	QSR	\$31,200
Family Style	\$63,500	HR Talent Coordinator	
Fast Casual	\$59,355	Corporate Food & Beverage	\$62,500
QSR	\$55,612	Human Resource Director	
Retail/Grocery	\$48,000	Casual Theme / Full Service	\$92,500
Corporate Food & Beverage	\$70,000	Fast Casual	\$88,000
Upscale Casual	\$100,000	Upscale Casual	\$92,500
Upscale Dining	\$84,333	Human Resource Manager	
Graphic Designer		Casual Theme / Full Service	\$73,000
Fast Casual	\$70,000	Fast Casual	\$93,600
Grocery Manager		Event Dining	\$75,000
Fast Casual	\$55,000	Kitchen Manager	
QSR	\$55,000	Casual Theme / Full Service	\$58,333
Hotel Manager			
QSR	\$50,000		

RESTAURANT DIVISION

Average Starting Salaries - Female

Local Operating Partner

Fast Casual	\$70,000
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Multi-Unit General Manager

Fast Casual	\$90,000
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Office Manager

Event Dining	\$50,000
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Operations Manager

Corporate Food & Beverage	\$80,000
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QSR	\$43,000
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Pastry Chef

Fast Casual	\$37,440
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Event Dining	\$60,000
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Production Manager

Fast Casual	\$45,000
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Regional Manager

Casual Theme / Full Service	\$73,500
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Fast Casual	\$70,000
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QSR	\$120,000
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Restaurant Manager

Casual Theme / Full Service	\$57,846
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Family Style	\$45,625
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Fast Casual	\$54,738
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QSR	\$51,368
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Healthcare / Senior Living	\$63,000
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Corporate Food & Beverage	\$50,000
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Upscale Casual	\$62,820
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Upscale Dining	\$64,958
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Sales Manager

Casual Theme / Full Service	\$65,000
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Senior Manager

Casual Theme / Full Service	\$90,000
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Service Manager

Casual Theme / Full Service	\$45,000
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Shift Leader

Fast Casual	\$33,280
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RESTAURANT DIVISION

Average Starting Salaries - Female

Shift Supervisor

Fast Casual	\$46,800
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Sous Chef

Casual Theme / Full Service	\$59,751
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Corporate Food & Beverage	\$54,280
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Upscale Casual	\$60,000
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Upscale Dining	\$71,500
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Team Manager

Fast Casual	\$40,560
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Training Manager

QSR	\$79,000
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Venue Operations Manager

Casual Theme / Full Service	\$65,000
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RESTAURANT DIVISION

Average Starting Salaries - Male

Accounting Specialist

Corporate Food & Beverage	\$44,800
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Area Coach

Casual Theme / Full Service	\$100,000
Fast Casual	\$80,000
QSR	\$76,500

Area Director

Casual Theme / Full Service	\$107,500
Family Style	\$87,000
Fast Casual	\$97,500
QSR	\$86,200
Upscale Casual	\$120,000

Assistant / Co-Manager

Casual Theme / Full Service	\$59,709
Corporate Food & Beverage	\$56,500
Family Style	\$51,285
Fast Casual	\$52,735
QSR	\$51,823
Retail/Grocery	\$52,750
Upscale Casual	\$61,142
Upscale Dining	\$69,000

Assistant Controller

Casual Theme / Full Service	\$50,000
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Assistant Culinary Director

Casual Theme / Full Service	\$75,000
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Assistant General Manager

Casual Theme / Full Service	\$62,411
Corporate Food & Beverage	\$66,482
Family Style	\$65,000
Fast Casual	\$61,225
QSR	\$54,096
Upscale Casual	\$70,409
Upscale Dining	\$75,133

Assistant Kitchen Manager

Casual Theme / Full Service	\$56,020
Fast Casual	\$72,000
Marketplace Dining	\$65,000
Upscale Casual	\$60,000

Banquet Manager

Corporate Food & Beverage	\$40,000
Event Dining	\$75,000

RESTAURANT DIVISION

Average Starting Salaries - Male

Bar Manager

Casual Theme / Full Service	\$54,000
Event Dining	\$47,000

Board Director

Casual Theme / Full Service	\$68,000
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Catering Manager

Casual Theme / Full Service	\$90,000
Corporate Food & Beverage	\$52,000
Upscale Casual	\$60,000

Catering Sales Manager

Event Dining	\$60,000
Upscale Dining	\$63,000

Chef

Casual Theme / Full Service	\$70,430
Event Dining	\$60,000
Upscale Dining	\$41,600
Corporate Food & Beverage	\$50,000
Retail/Grocery	\$95,000
Upscale Casual	\$68,333

Chef Instructor

Corporate Food & Beverage	\$39,500
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Co-General Manager

QSR	\$40,000
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Commissary Manager

Fast Casual	\$105,000
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Controller

Casual Theme / Full Service	\$120,000
Upscale Dining	\$120,000

Corporate Chef

Casual Theme / Full Service	\$112,500
Upscale Casual	\$127,500

Culinary Development Director

Casual Theme / Full Service	\$98,000
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Culinary Director

Casual Theme / Full Service	\$92,000
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Digital Marketing Manager

Fast Casual	\$82,000
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RESTAURANT DIVISION

Average Starting Salaries - Male

Director of Banquets	
Event Dining	\$110,000
Director of Catering	
Event Dining	\$75,000
Director of Construction	
Fast Casual	\$130,000
Director of Food and Beverage	
Casual Theme / Full Service	\$80,000
Corporate Food & Beverage	\$85,000
Director of Franchise Operations	
Casual Theme / Full Service	\$100,000
Director Of Operations	
Corporate Food & Beverage	\$96,000
Casual Theme / Full Service	\$135,428
Fast Casual	\$120,000
QSR	\$95,000
Upscale Casual	\$200,000
Director of Purchasing	
Upscale Casual	\$75,000
Dir of Sales / Dir of Sales & Mktg	
QSR	\$63,000
Upscale Casual	\$130,000
District / Multi-Unit Manager	
Casual Theme / Full Service	\$111,666
Fast Casual	\$76,166
QSR	\$79,375
Event Sales Manager	
Casual Theme / Full Service	\$70,000
Executive Chef	
Casual Theme / Full Service	\$73,275
Corporate Food & Beverage	\$71,125
Event Dining	\$75,000
Fast Casual	\$75,000
Upscale Casual	\$80,000
Upscale Dining	\$85,800
Executive Sous Chef	
Upscale Dining	\$72,500
Fast Track General Manager	
Casual Theme / Full Service	\$52,500
Fast Casual	\$54,500
QSR	\$52,000

RESTAURANT DIVISION

Average Starting Salaries - Male

Food and Beverage Director	
Cruise Line	\$85,000
Senior Living	\$85,000
Upscale Casual	\$85,000
Food and Beverage Manager	
Casual Theme / Full Service	\$75,000
Corporate Food & Beverage	\$75,000
Franchise Business Consultant	
Fast Casual	\$70,000
Front of House Manager	
Casual Theme / Full Service	\$58,000
General Manager	
Casual Theme / Full Service	\$72,839
Corporate Food & Beverage	\$77,640
Event Dining	\$67,500
Family Style	\$65,239
Fast Casual	\$63,002
QSR	\$58,659
Retail/Grocery	\$85,000
Upscale Casual	\$79,461
Upscale Dining	\$93,333
Multi-Unit General Manager	
Casual Theme / Full Service	\$100,000
General Manager in Training	
Upscale Dining	\$65,000
Grocery Manager	
Casual Theme / Full Service	\$79,000
Upscale Dining	\$80,000
Hourly (non-supervisory)	
QSR	\$20,000
Hourly Supervisor	
Casual Theme / Full Service	\$34,820
Fast Casual	\$40,560
QSR	\$32,240
Human Resource Manager	
Corporate Food & Beverage	\$100,000
Human Resources Coordinator	
Corporate Food & Beverage	\$47,320
IT Technician Specialist	
Fast Casual	\$65,000

RESTAURANT DIVISION

Average Starting Salaries - Male

Kitchen Manager

Family Style	\$47,500
Casual Theme / Full Service	\$59,557
Fast Casual	\$58,900
Event Dining	\$50,000
Corporate Food & Beverage	\$64,916
QSR	\$50,000
Upscale Casual	\$62,000
Upscale Dining	\$65,000
Marketplace Dining	\$50,000

Maintenance Technician

QSR	\$66,690
Casual Theme / Full Service	\$49,920

Managing Partner

Casual Theme / Full Service	\$100,000
Fast Casual	\$125,000

Marketing Manager

Catering Company	\$52,000
QSR	\$80,000

Pastry Chef

Upscale Dining	\$80,000
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Plant Production Manager

Other	\$45,000
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Project Specialist

Corporate Food & Beverage	\$75,000
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Purchasing Manager

Casual Theme / Full Service	\$110,000
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Regional Manager

Casual Theme / Full Service	\$92,500
Fast Casual	\$55,000
QSR	\$52,000

Restaurant Manager

Casual Theme / Full Service	\$61,125
Corporate Food & Beverage	\$53,866
Event Dining	\$80,833
Family Style	\$52,239
Fast Casual	\$76,738
QSR	\$53,753
Retail/Grocery	\$80,000
Upscale Casual	\$64,911
Upscale Dining	\$65,988

RESTAURANT DIVISION

Average Starting Salaries - Male

Revenue Manager

Upscale Casual	\$73,000
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Sales Manager

Fast Casual	\$70,000
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Service Technician

QSR	\$56,000
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Shift Supervisor

Family Style	\$44,200
Fast Casual	\$27,040
QSR	\$39,520
Upscale Casual	\$41,600
Upscale Dining	\$45,760

Sous Chef

Casual Theme / Full Service	\$59,882
Corporate Food & Beverage	\$63,750
Event Dining	\$65,000
Fast Casual	\$73,000
Upscale Casual	\$66,235
Upscale Dining	\$67,956

Training Manager

Fast Casual	\$75,000
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Vice President of IT

Casual Theme / Full Service	\$125,000
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Vice President of Operations

Casual Theme / Full Service	\$180,000
Marketplace Dining	\$85,000
Corporate Food & Beverage	\$190,000



THE FOLLOWING DEPICTS MANAGERS WHO RECEIVED A SALARY INCREASE WHEN ACCEPTING A MANAGEMENT POSITION WITH A NEW COMPANY

Gender

Female

154

Managers received a salary increase

Male

365

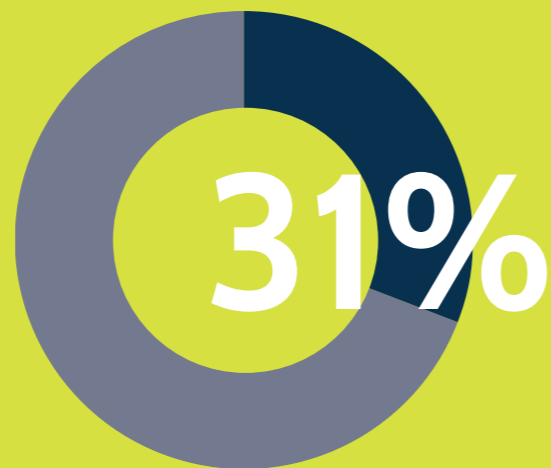
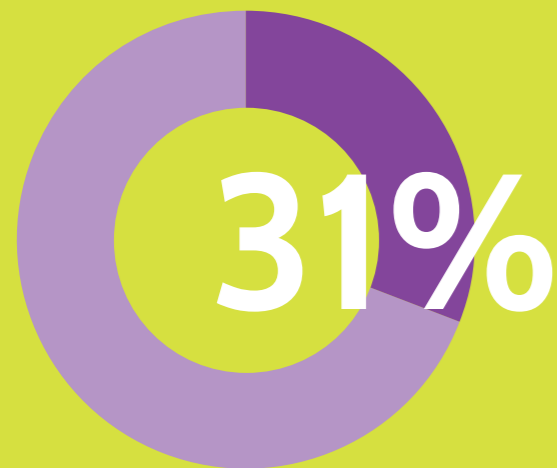
Managers received a salary increase

503

Females

1184

Males



AVERAGE RAISE PER CLASSIFICATION

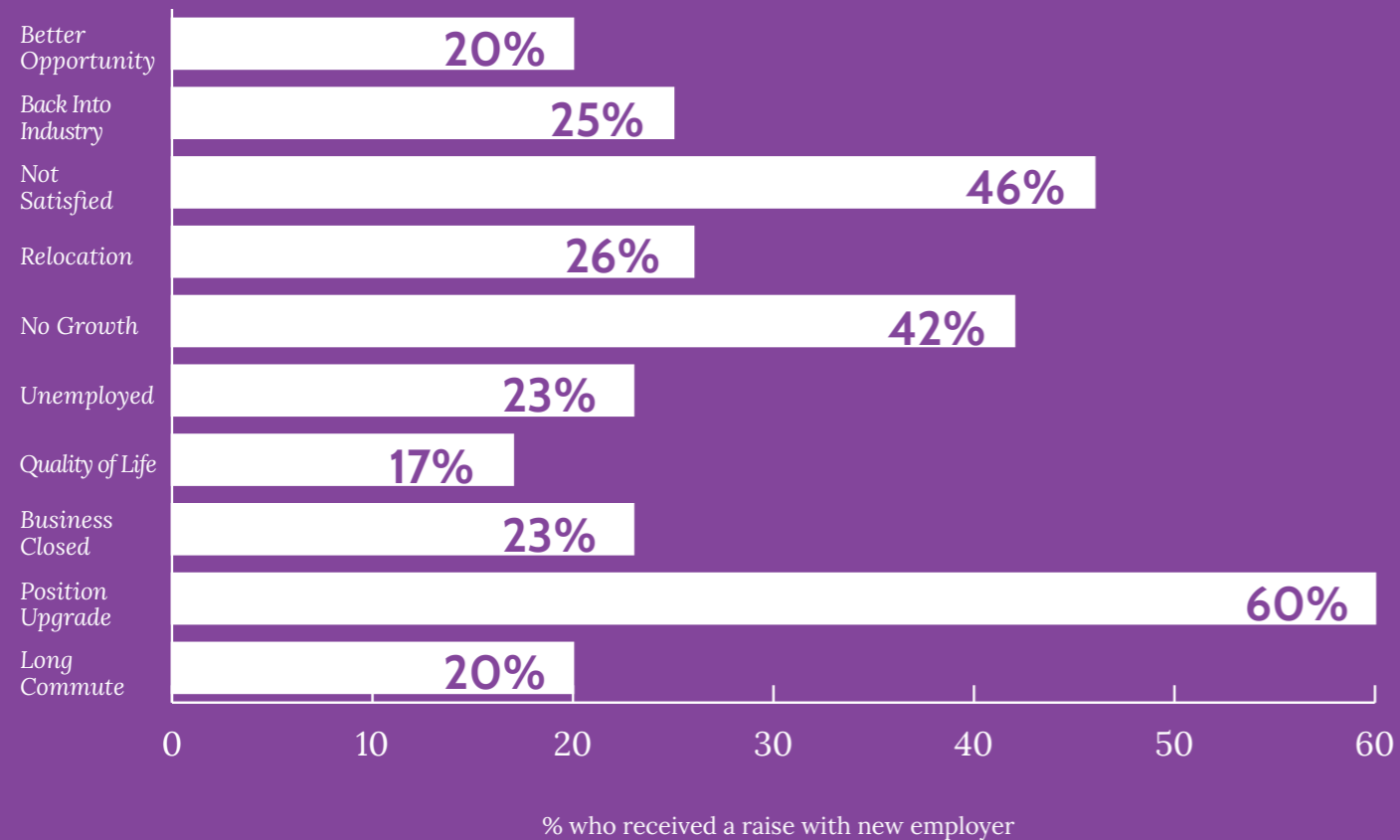
Classifications	Female
Casual Theme / Full Service	\$7,521
Event Dining	\$10,000
Family Style	\$5,625
Fast Casual	\$6,281
Corporate Food & Beverage	\$6,750
QSR	\$7,657
Retail/Grocery	\$12,000
Healthcare/Senior Living	\$6,500
Upscale Casual	\$6,214
Upscale Dining	\$8,428

Classifications	Male
Family Style	\$6,875
Casual Theme / Full Service	\$7,303
Event Dining	\$5,571
Corporate Food & Beverage	\$7,486
Fast Casual	\$5,390
QSR	\$6,736
Retail/Grocery	\$7,000
Upscale Casual	\$7,797
Upscale Dining	\$7,789



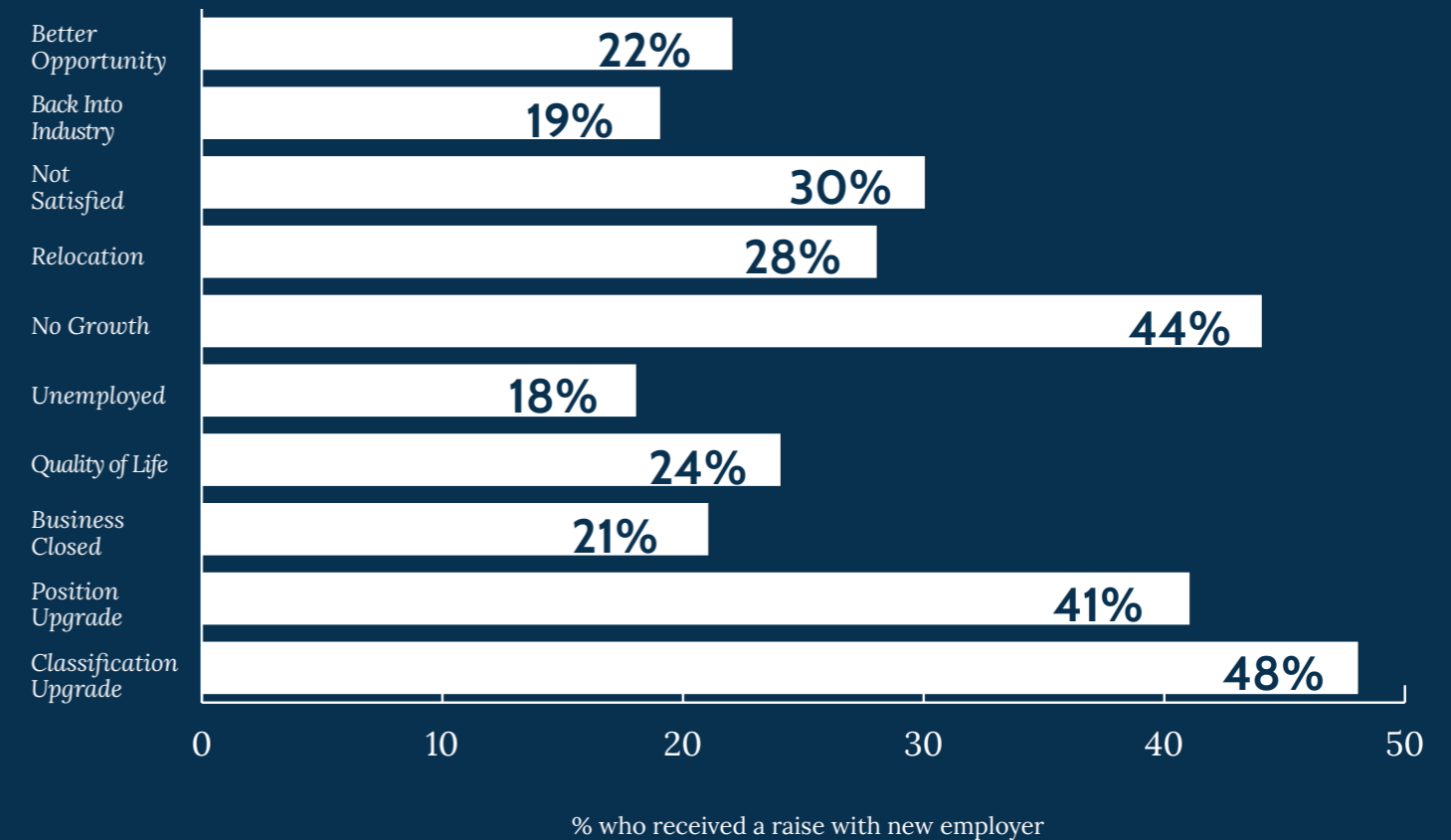
TOP 10 REASONS MANAGERS LEFT THEIR EMPLOYER AND HOW MANY RECEIVED A RAISE WITH THEIR NEW EMPLOYER

Female | % Received



TOP 10 REASONS MANAGERS LEFT THEIR EMPLOYER AND HOW MANY RECEIVED A RAISE WITH THEIR NEW EMPLOYER

Male | % Received



INDUSTRY EXPERIENCE

Female and Male

Classifications	Years in Business	Jobs in last 5 years
Accounting Specialist	0	5
Area Coach	22	2
Area Director	21	1.7
Area Leader of Training	19	1
Assistant / Co-Manager	13	2
Assistant Controller	7	3
Assistant Culinary Director	14	2
Assistant General Manager	14	2.3
Assistant Kitchen Manager	13.5	2.4
Assistant Restaurant Manager	5	6
Attractions Operations Manager	8	4
Bakery Manager	22	3
Banquet Manager	14.5	3
Banquet Supervisor	15	3
Bar Manager	13	3
Board Director	7	2
Catering Manager	15	2.4
Catering Sales Manager	18	2.75
Chef	14	2.3
Chef Instructor	15	3
Chef Tournant	7	3
Chief of Staff	0	2
Chief Operating Officer	22	2
Co-General Manager	15	3
Commissary Manager	21	1
Controller	23	1.6
Corporate Chef	20.25	2.25

INDUSTRY EXPERIENCE

Female and Male

Classifications	Years in Business	Jobs in last 5 years
Culinary Development Director	20	1
Culinary Director	30	2
Deli Manager	8	1
Digital Marketing Manager	0	3
Director of Banquets	37	1
Director of Catering	11	2
Director of Catering Sales	7	2
Director of Construction	18	2
Director of Culture & Hospitality	23	1
Director of Food and Beverage	22	3.5
Director of Franchise Operations	16	3
Director Of Operations	23	2
Director of Purchasing	17	2
Dir. of Sales/Dir. of Sales & Mktg	18	2
Director of Special Events	32	3
Director of Training	8	1
District / Multi-Unit Manager	21	2
Engaged Life Supervisor	22	3
Event Coordinator	12	5
Events & Sales Manager	11	2.7
Executive Chef	18	2.6
Executive Sous Chef	11	3
Fast Track General Manager	13	1.9
Food and Beverage Director	21	2
Food and Beverage Manager	12.5	1
Franchise Business Consultant	30	1
Front of House Manager	23	1

INDUSTRY EXPERIENCE

Female and Male

Classifications	Years in Business	Jobs in last 5 years
General Manager	16	2
General Manager in Training	31	2
Graphic Designer	7	3
Grocery Manager	16	2.6
Hotel Manager	4	4
Hourly (non-supervisory)	9	1.5
Hourly Supervisor	10	3.2
HR Talent Coordinator	10	2
Human Resource Director	10	3
Human Resource Manager	17	2.2
Human Resources Coordinator	13	1
IT Technician Specialist	12	1
Kitchen Manager	15	2.6
Local Operating Partner	10	1
Maintenance Technician	4.5	1.5
Managing Partner	22.5	1.8
Marketing Manager	8	2.4
Multi-Unit General Manager	21.25	1.5
Office Manager	12	3
Operations Manager	12.5	2.5
Pastry Chef	10.25	2.25
Plant Production Manager	0	0
Production Manager	7	3

INDUSTRY EXPERIENCE

Female and Male

Classifications	Years in Business	Jobs in last 5 years
Project Specialist	3	1
Purchasing Manager	9	2
Regional Manager	17	2
Restaurant Manager	14	2.4
Revenue Manager	28	1
Sales Manager	9	1.5
Senior Manager	25	3
Service Manager	7	1
Service Technician	20	1
Shift Leader	4.5	2
Shift Supervisor	9	2.25
Sous Chef	14	2.5
Team Manager	11.5	2
Training Manager	14.75	1.25
Venue Operations Manager	9	4
Vice President of IT	25	1
Vice President of Operations	17.75	1.5

PERCENTAGE OF MANAGERS RECEIVING BONUSES FROM PREVIOUS EMPLOYER



CLASSIFICATION UPGRADE



DEGREE OR NO DEGREE: YOU MAKE THE CALL!

Classifications	2 Year	4 Year	None	Masters	Military	Some Post HS Education
Accounting Specialist	•	100%	•	•	•	•
Area Coach	•	50%	50%	•	•	•
Area Director	22%	50%	28%	•	•	•
Area Leader of Training	•	100%	•	•	•	•
Assistant / Co-Manager	27%	23%	44%	•	3%	3%
Assistant Controller	•	100%	•	•	•	•
Assistant Culinary Director	100%	•	•	•	•	•
Assistant General Manager	29%	25%	40%	3%	2%	1%
Assistant Kitchen Manager	38%	23%	23%	•	8%	8%
Assistant Restaurant Manager	100%	•	•	•	•	•
Attractions Operations Manager	•	100%	•	•	•	•
Bakery Manager	•	50%	50%	•	•	•
Banquet Manager	•	50%	50%	•	•	•
Banquet Supervisor	•	•	100%	•	•	•
Bar Manager	67%	•	33%	•	•	•
Board Director	•	•	•	•	100%	•
Catering Manager	25%	59%	8%	•	•	8%
Catering Sales Manager	•	50%	50%	•	•	•
Chef	50%	17%	29%	•	•	4%

DEGREE OR NO DEGREE: YOU MAKE THE CALL!

Classifications	2 Year	4 Year	None	Masters	Military	Some Post HS Education
Chef Instructor	•	100%	•	•	•	•
Chef Tournant	100%	•	•	•	•	•
Chief of Staff	•	•	•	100%	•	•
Chief Operating Officer	•	100%	•	•	•	•
Co-General Manager	•	•	100%	•	•	•
Commissary Manager	•	100%	•	•	•	•
Controller	•	67%	•	33%	•	•
Corporate Chef	50%	50%	•	•	•	•
Culinary Development Director	100%	•	•	•	•	•
Culinary Director	100%	•	•	•	•	•
Digital Marketing Manager	100%	•	•	•	•	•
Director of Banquets	100%	•	•	•	•	•
Director of Catering	100%	•	•	•	•	•
Director of Catering Sales	•	100%	•	•	•	•
Director of Construction	100%	•	•	•	•	•
Director of Culture & Hospitality	•	•	100%	•	•	•

DEGREE OR NO DEGREE: YOU MAKE THE CALL!

Classifications	2 Year	4 Year	None	Masters	Military	Some Post HS Education
Director of Franchise Operations	100%	•	•	•	•	•
Director of Operations	20%	40%	26%	7%	7%	•
Director of Purchasing	•	100%	•	•	•	•
Dir. of Sales/Dir. of Sales & Mktg	33%	•	33%	33%	•	•
Director of Special Events	•	•	100%	•	•	•
Director of Training	•	100%	•	•	•	•
District / Multi-Unit Manager	21%	50%	21%	4%	•	4%
Engaged Life Supervisor	•	•	•	100%	•	•
Event Coordinator	•	•	100%	•	•	•
Events & Sales Manager	14%	72%	14%	•	•	•
Executive Chef	40%	27%	28%	2%	3%	•
Executive Sous Chef	100%	•	•	•	•	•
Fast Track General Manager	30%	10%	60%	•	•	•
Food and Beverage Director	33%	33%	33%	•	•	•
Food and Beverage Manager	•	50%	50%	•	•	•

DEGREE OR NO DEGREE: YOU MAKE THE CALL!

Classifications	2 Year	4 Year	None	Masters	Military	Some Post HS Education
Franchise Business Consultant	•	100%	•	•	•	•
Front of House Manager	•	•	•	•	100%	•
General Manager	23%	29%	43%	2%	2%	1%
General Manager in Training	100%	•	•	•	•	•
Graphic Designer	100%	•	•	•	•	•
Grocery Manager	50%	50%	•	•	•	•
Hotel Manager	•	•	100%	•	•	•
Hourly (non-supervisory)	•	•	100%	•	•	•
Hourly Supervisor	36%	9%	55%	•	•	•
HR Talent Coordinator	100%	•	•	•	•	•
Human Resource Director	20%	40%	40%	•	•	•
Human Resource Manager	•	80%	•	20%	•	•
Human Resources Coordinator	100%	•	•	•	•	•
IT Technician Specialist	•	100%	•	•	•	•
Kitchen Manager	35%	18%	42%	1%	3%	1%
Local Operating Partner	•	100%	•	•	•	•
Maintenance Technician	50%	•	50%	•	•	•

DEGREE OR NO DEGREE: YOU MAKE THE CALL!

Classifications	2 Year	4 Year	None	Masters	Military	Some Post HS Education
Managing Partner	17%	50%	33%	•	•	•
Marketing Manager	40%	•	•	60%	•	•
Multi-Unit General Manager	50%	25%	25%	•	•	•
Office Manager	100%	•	•	•	•	•
Operations Manager	50%	50%	•	•	•	•
Pastry Chef	50%	50%	•	•	•	•
Plant Production Manager	•	•	100%	•	•	•
Production Manager	100%	•	•	•	•	•
Project Specialist	•	100%	•	•	•	•
Purchasing Manager	•	100%	•	•	•	•
Regional Manager	50%	50%	•	•	•	•
Restaurant Manager	26%	26%	42%	22%	1%	1%
Revenue Manager	•	100%	•	•	•	•
Sales Manager	•	100%	•	•	•	•
Senior Manager	•	100%	•	•	•	•
Service Manager	•	•	100%	•	•	•
Service Technician	•	•	100%	•	•	•
Shift Leader	•	100%	•	•	•	•
Shift Supervisor	•	36%	50%	•	14%	•
Sous Chef	39%	16%	40%	1%	3%	1%

DEGREE OR NO DEGREE: YOU MAKE THE CALL!

Classifications	2 Year	4 Year	None	Masters	Military	Some Post HS Education
Team Manager	50%	•	50%	•	•	•
Training Manager	25%	50%	25%	•	•	•
Venue Operations Manager	•	100%	•	•	•	•
Vice President of IT	•	100%	•	•	•	•
Vice President of Operations	25%	50%	•	•	25%	•

CANADA PROVINCIAL BREAKOUT

Canada consists of the following provinces:

Alberta, British Columbia, Montreal, Ontario & Vancouver Island

Overall Average for the Canada Region

	Female	Male
Fast Casual	\$50,000	•
Casual Theme	\$55,000	\$53,693
Upscale Casual	\$68,600	\$63,857
Corporate Food & Beverage	\$40,320	\$123,125
QSR	\$75,833	\$48,222



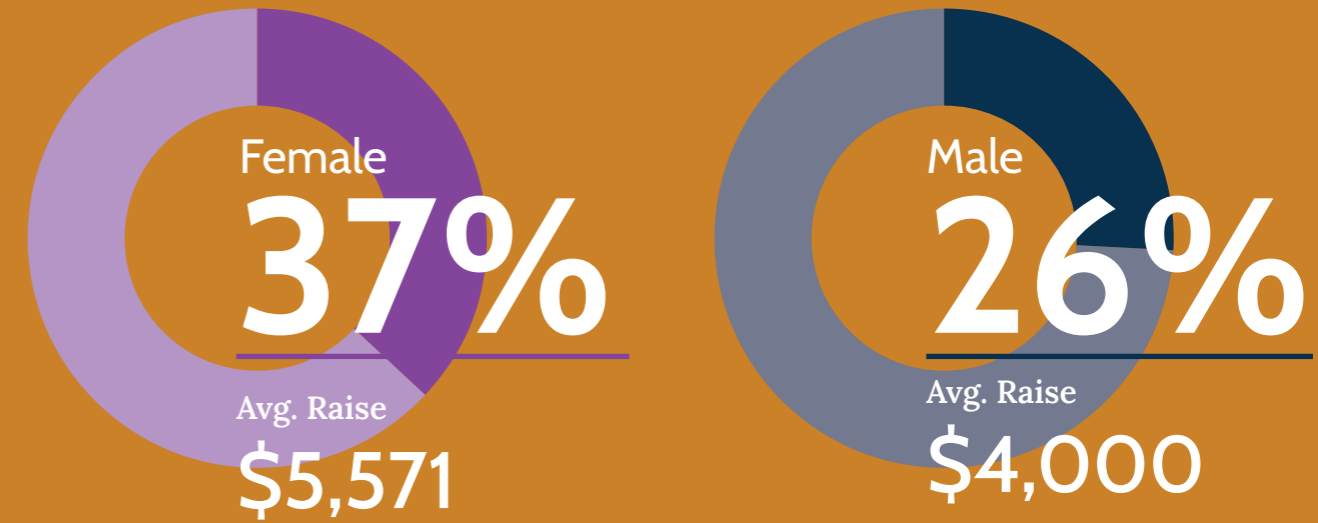
Restaurant Division

Breakdown by Job Title and Classification

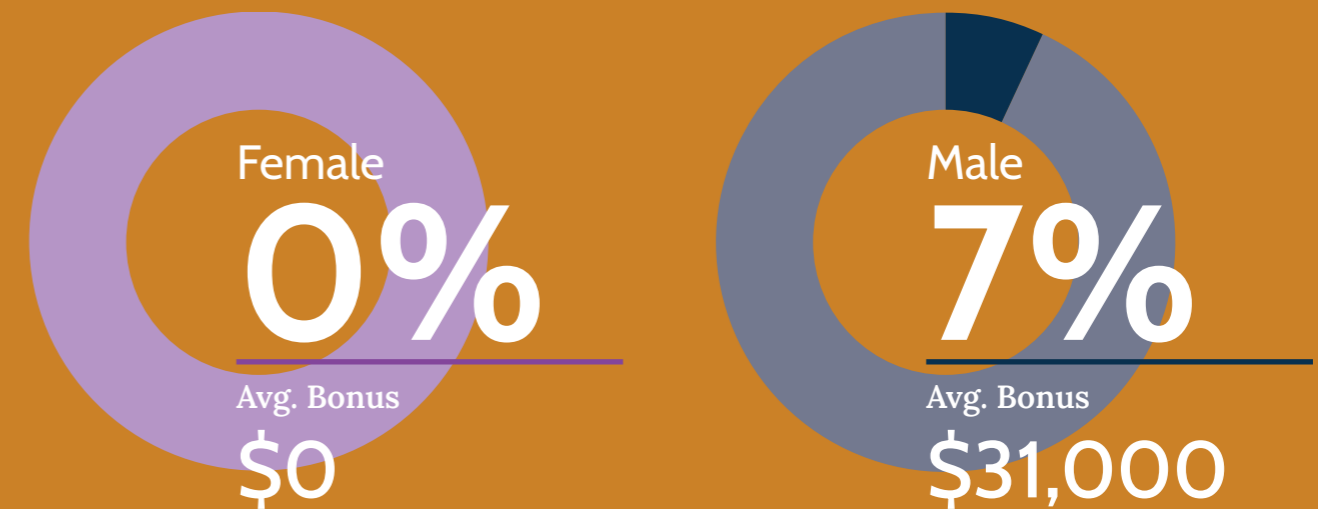
Classifications	Female	Male
Assistant/ Co-Manager		
Casual Theme	\$50,000	•
QSR	\$47,500	•
Assistant General Manager		
Fast Casual	\$50,000	•
Upscale Casual	\$55,000	•
Assistant Kitchen Manager		
Casual Theme	•	\$60,000
Upscale Casual	•	\$60,000
Banquet Manager		
Corporate Food & Beverage	\$40,000	•
Director of Operations		
QSR	\$110,000	\$115,000
Director of Sales		
QSR	\$95,000	•
District/Multi-Unit Manager		
QSR	\$72,500	•
Executive Chef		
Upscale Casual	•	\$85,000

Classifications	Female	Male
General Manager		
Casual Theme	•	\$63,000
Upscale Casual	•	\$65,000
QSR	•	\$50,390
Corporate Food & Beverage	•	\$72,500
Kitchen Manager		
Casual Theme	•	\$55,000
Upscale Casual	•	\$68,000
Marketing Manager		
QSR	\$65,000	\$80,000
Banquet Supervisor		
Corporate Food & Beverage	\$36,480	•
Restaurant Manager		
Casual Theme	\$58,750	\$54,342
Upscale Casual	\$75,400	\$56,333
QSR	•	\$51,000
Sous Chef		
Casual Theme	•	\$60,000
Corporate Food & Beverage	\$44,160	•
Vice President of Operations		
Corporate Food & Beverage	•	\$190,000

Received Raises



Received Bonuses



SOUTHWEST REGIONAL BREAKOUT

The Southwest consists of the following states:

Arizona, New Mexico, Oklahoma & Texas

Overall Average for the Southwest Region

	Female	Male
QSR	\$50,250	\$55,168
Fast Casual	\$52,662	\$56,081
Family Style	\$52,000	\$62,500
Casual Theme	\$57,840	\$61,670
Upscale Casual	\$76,000	\$70,100
Upscale Dining + Fine Dining	\$92,500	\$70,033
Retail/Grocery	•	\$64,266
Event Dining	•	\$70,000
Hospitality	\$62,444	\$71,249
Corporate Food & Beverage	•	\$71,875



Restaurant Division

Breakdown by Job Title and Classification

Classifications	Female	Male
Assistant /Co-Manager		
QSR	\$30,000	•
Fast Casual	\$49,060	\$52,800
Casual Theme	\$61,500	\$57,500

Assistant General Manager

Fast Casual	\$56,666	\$58,500
Casual Theme	\$60,500	\$62,444
Upscale Casual	\$70,000	\$75,000
Upscale Dining	•	\$73,333

Catering/Sales/Events Manager

Casual Theme	•	\$90,000
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Chef

Casual Theme	•	\$67,500
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Director of Catering

Event Dining	•	\$75,000
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District Manager

QSR	•	\$85,000
Casual Theme	\$85,000	\$100,000

Classifications	Female	Male
Executive Chef		
Casual Theme	•	\$60,000
Upscale Casual	•	\$70,000
Upscale Dining	•	\$70,000

Food & Beverage Manager

Corporate Food & Beverage	•	\$75,000
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General Manager

QSR	\$50,800	\$50,083
Fast Casual	\$60,125	\$60,030
Family Style	•	\$62,500
Casual Theme	\$56,250	\$66,300
Upscale Casual	\$90,000	\$78,000
Upscale Dining	•	\$75,000
Corporate Food & Beverage	•	\$76,500
Event Dining	•	\$65,000

Hourly

Casual Theme	•	\$37,400
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Human Resource Manager

Casual Theme	\$73,000	•
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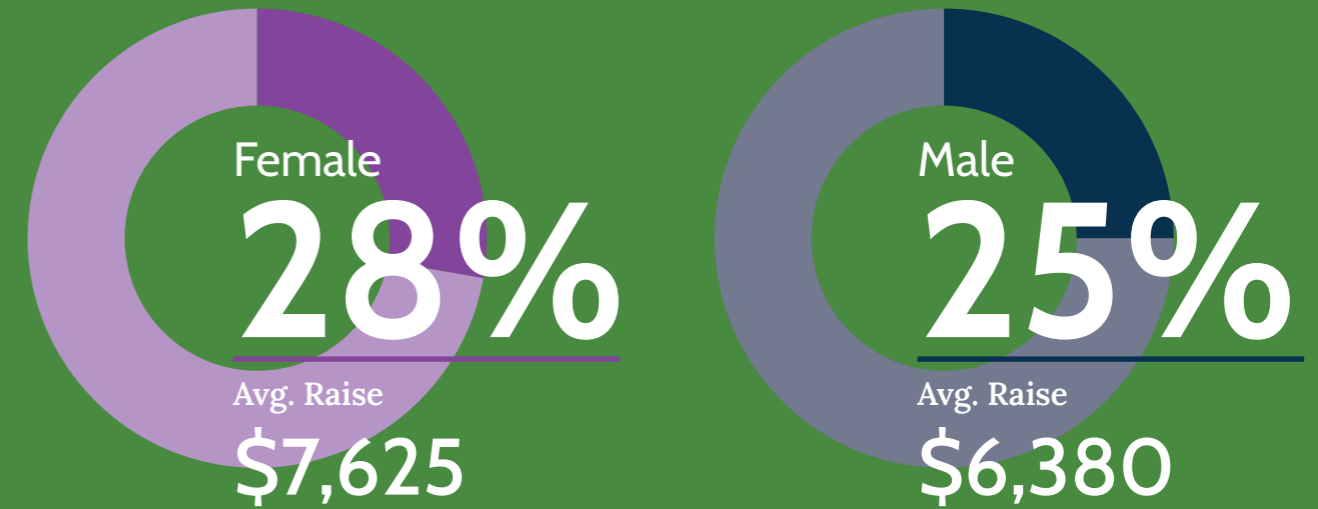


Restaurant Division

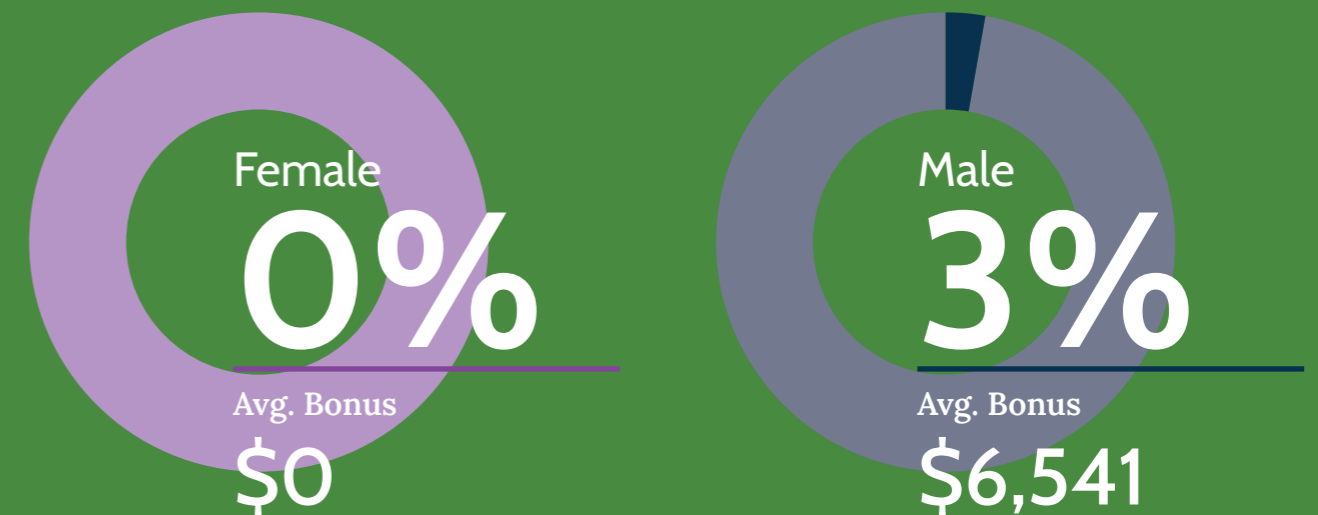
Breakdown by Job Title and Classification

Classifications	Female	Male
Kitchen Manager		
Casual Theme	•	\$57,750
Upscale Casual	•	\$65,000
Restaurant Manager		
QSR	\$40,000	\$48,345
Fast Casual	\$50,000	\$44,100
Family Style	\$52,000	•
Casual Theme	\$55,519	\$57,881
Upscale Casual	\$68,000	\$63,750
Upscale Dining	\$65,000	\$71,875
Retail/Grocery	•	\$80,000
Sous Chef		
Casual Theme	•	\$60,000
Upscale Dining	•	\$67,000
Corporate Food & Beverage	•	\$63,750
Training Manager		
QSR	\$78,000	•
Vice President of Operations		
Casual Theme	•	\$110,000

Received Raises



Received Bonuses



SOUTHEAST REGIONAL BREAKOUT

The Southeast consists of the following states:

Alabama, Arkansas, Florida, Kentucky, Louisiana, Mississippi, Georgia, South Carolina, Tennessee & West Virginia

Overall Average for the Southeast Region

	Female	Male
QSR	\$55,453	\$64,944
Fast Casual	\$42,238	\$50,993
Family Style	\$52,208	\$58,162
Casual Theme	\$57,383	\$68,847
Upscale Casual	\$62,750	\$70,826
Upscale Dining	•	\$75,371
Corporate Dining	\$60,833	\$63,644
Event Dining	•	\$50,000



Restaurant Division

Breakdown by Job Title and Classification

Classifications	Female	Male
Assistant Manager		
QSR	\$41,890	\$42,800
Fast Casual	\$39,800	\$46,700
Family Style	\$53,125	\$51,500
Casual Theme	\$50,900	\$52,500
Upscale Casual	\$59,500	\$57,500

Assistant General Manager		
QSR	\$40,000	•
Fast Casual	•	\$46,093
Casual Theme	\$52,500	\$56,625
Upscale Casual	\$62,500	\$66,333

Catering/Sales/Events Manager		
Fast Casual	\$29,560	•
Upscale Casual	•	\$60,000
Upscale Dining	•	•
Corporate Dining	\$65,000	•

Shift Supervisor		
Fast Casual	•	\$27,040
Family Style	•	\$44,200

Classifications	Female	Male
Restaurant Manager		
QSR	\$51,846	\$53,083
Fast Casual	\$51,590	\$54,375
Family Style	\$40,000	\$45,000
Casual Theme	\$55,426	\$59,826
Upscale Casual	\$66,250	\$66,097
Upscale Dining		\$60,113

Executive Chef		
Casual Theme	•	\$69,750
Upscale Casual	•	\$60,000
Upscale Dining	•	\$88,333
Event Dining	•	\$63,000
Corporate Dining	•	\$78,433

General Manager		
QSR	\$51,980	\$55,836
Fast Casual	•	\$51,245
Family Style	\$63,500	\$63,111
Casual Theme	\$57,000	\$67,047
Upscale Casual	•	\$76,666

Hourly		
QSR	•	\$15.5 hr
Casual Theme	•	\$14 hr
Corporate Dining	\$16 hr	•

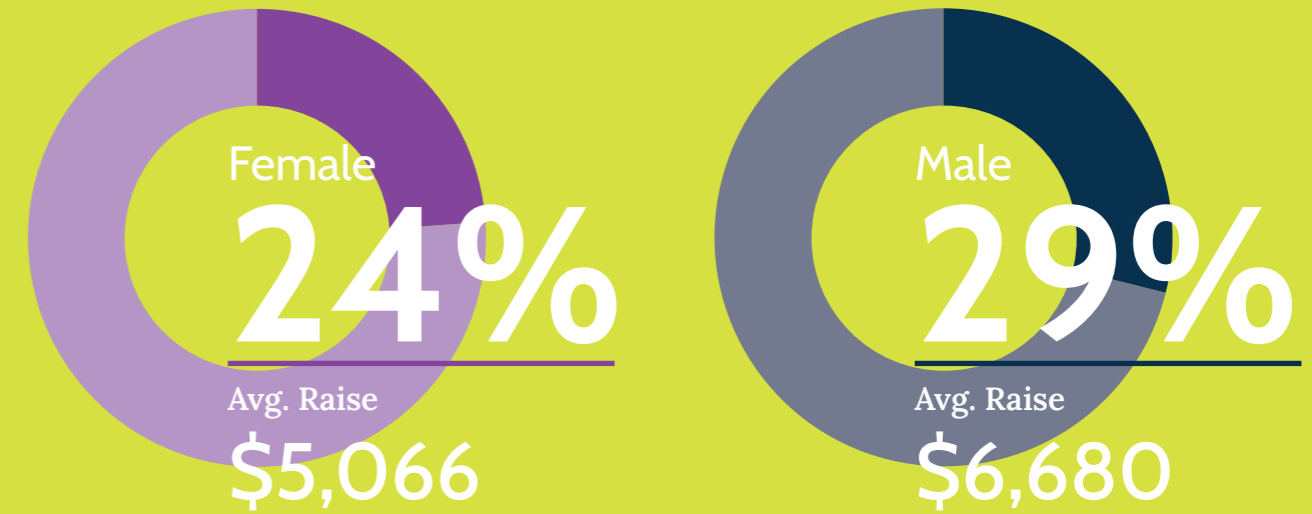
Restaurant Division

Breakdown by Job Title and Classification

Classifications	Female	Male
Kitchen Manager		
Casual Theme	\$56,000	\$52,233
Upscale Casual	•	\$60,000
Event Dining	•	\$50,000
Sous Chef		
Casual Theme	\$64,000	\$56,833
Upscale Casual	•	\$66,666
Upscale Dining	•	\$77,666
Corporate Dining	\$55,000	\$62,500
Fast Track General Manager		
Fast Casual	•	\$54,000
Casual Theme	\$58,000	\$50,000
Human Resources Director		
Fast Casual	\$48,000	•
Casual Theme	\$85,000	•
Area Coach		
QSR	\$77,000	•
Fast Casual	•	\$77,500
Casual Theme	•	\$100,000

Classifications	Female	Male
Area Director		
QSR	•	\$87,000
Family Style	•	\$87,000
Casual Theme	•	\$115,000
Assistant Kitchen Manager		
Casual Theme	\$56,000	\$55,200
Managing Partner		
Casual Theme	•	\$80,000
Chef		
Casual Theme	•	\$80,000
Upscale Casual	•	\$60,000
Corporate Dining	\$62,500	\$50,000
District Manager		
QSR	\$70,000	\$86,000
Corporate Chef		
Upscale Casual	•	\$135,000

Received Raises



Received Bonuses



NORTHEAST REGIONAL BREAKOUT

The Northeast consists of the following states:

Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island & Vermont

Overall Average for the Northeast Region

	Female	Male
QSR	\$67,357	\$61,913
Fast Casual	\$64,362	\$63,347
Casual Theme	\$69,332	\$73,908
Upscale Casual	\$83,750	\$74,714
Upscale Dining	\$78,333	\$79,742
Hospitality	\$103,066	\$95,593
Marketplace Dining	\$65,000	\$66,666
Corporate Food & Beverage	\$70,000	\$85,640
Event Dining	•	\$67,500
Retail/Grocery	•	\$60,000



Restaurant Division

Breakdown by Job Title and Classification

Classifications	Female	Male
Area Director		
Fast Casual	\$90,000	\$90,000
Casual Theme	•	\$95,000

Assistant / Co-Manager		
QSR	\$57,142	\$53,240
Fast Casual	\$59,000	\$51,750
Casual Theme	\$66,007	\$64,142
Upscale Casual	\$83,750	•
Retail/Grocery	•	\$60,000

Assistant General Manager		
Fast Casual	•	\$70,000
Casual Theme	\$48,464	\$65,450
Upscale Casual	•	\$75,000
Upscale Dining	\$90,000	\$75,300

Assistant Kitchen Manager		
Casual Theme	•	\$60,000
Marketplace Dining	•	\$65,000

Catering Manager		
Marketplace Dining	\$55,000	•

Classifications	Female	Male
Chef		
Upscale Casual	•	\$70,000

Director of Food & Beverage		
Casual Theme	•	\$80,000
Corporate Food & Beverage	•	\$85,000

District /Multi-Unit Manager		
QSR	•	\$85,000

Event & Sales Manager		
Marketplace Dining	\$75,000	•

Executive Chef		
Fast Casual	•	\$75,000
Casual Theme	•	\$79,150
Upscale Dining	•	\$76,000

Food & Beverage Director		
Upscale Casual	•	\$85,000

Food & Beverage Manager		
Casual Theme	•	\$75,000

Restaurant Division

Breakdown by Job Title and Classification

Classifications	Female	Male
General Manager		
QSR	\$57,500	\$60,000
Fast Casual	\$66,625	\$64,666
Casual Theme	\$80,000	\$87,560
Upscale Casual	•	\$85,000
Upscale Dining	•	\$115,000
Corporate Food & Beverage	\$70,000	\$96,200
Event Dining	•	\$70,000

Hourly Supervisor

Fast Casual	•	\$40,560
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Human Resource Director

Casual Theme	\$100,000	•
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Human Resource Manager

Corporate Food & Beverage	•	\$100,000
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Kitchen Manager

Casual Theme	•	\$70,000
Corporate Food & Beverage	•	\$77,000
Marketplace Dining	•	\$50,000

Classifications	Female	Male
Regional Manager		
Casual Theme	\$62,000	•
QSR	\$120,000	•
Restaurant Manager		
QSR	\$62,000	•
Fast Casual	•	\$75,000
Casual Theme	\$65,000	\$66,590
Upscale Dining	\$72,500	\$76,000

Shift Supervisor

Fast Casual	\$45,760	•
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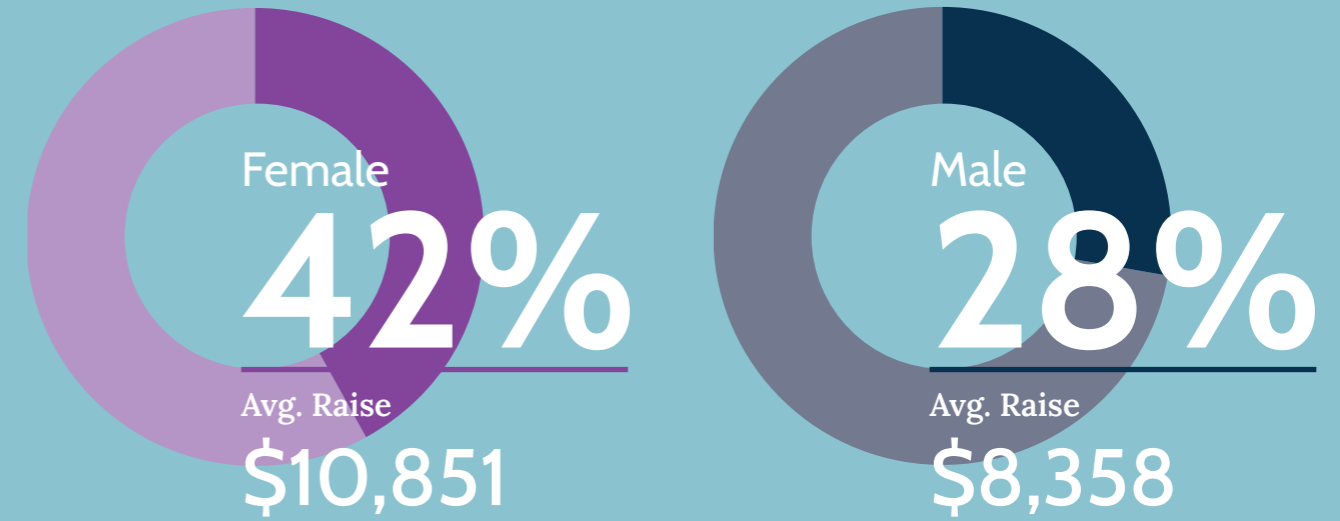
Sous Chef

Casual Theme	\$67,500	\$71,666
Event Dining	•	\$65,000
Fast Casual	•	\$73,000
Upscale Casual	•	\$69,333
Upscale Dining	•	\$66,000

Vice President of Operations

Marketplace Dining	•	\$85,000
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Received Raises



Received Bonuses



MID-ATLANTIC REGIONAL BREAKOUT

The Mid-Atlantic consists of the following states:

Delaware, Maryland, New Jersey, New York, North Carolina, Pennsylvania & Virginia

Overall Average for the Mid-Atlantic Regional Region

	Female	Male
QSR	\$49,701	\$60,556
Fast Casual	\$62,018	\$78,257
Family Style	\$42,640	\$70,139
Casual Theme	\$55,198	\$91,895
Upscale Casual	\$78,889	\$86,218
Upscale Dining	\$85,000	\$87,609
Event Dining	\$60,000	\$76,750
Retail/Grocery	•	\$120,000



Restaurant Division

Breakdown by Job Title and Classification

Classifications	Female	Male
Assistant Manager		
QSR	\$54,963	\$46,871
Fast Casual	\$54,572	•
Family Style	\$42,640	•
Casual Theme	\$56,875	\$62,162
Upscale Casual	\$65,000	\$75,000
Upscale Dining		\$77,500

Assistant General Manager

QSR	\$36,330	\$60,000
Fast Casual	\$60,500	\$69,000
Family Style	•	\$65,000
Casual Theme	•	\$62,948
Upscale Casual	•	\$70,000

Director of Food & Beverage

Event Dining	•	\$85,000
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Director of Operations

Fast Casual	•	\$120,000
Casual Theme	•	\$143,750
Upscale Casual	•	\$200,000

District Manager

QSR	•	\$82,500
Casual Theme	•	\$150,000

Classifications	Female	Male
Executive Chef		
Casual Theme	•	\$71,905
Upscale Casual	•	\$85,714
Upscale Dining	•	\$120,000

General Manager

QSR	\$57,812	\$63,411
Fast Casual	\$72,500	\$66,731
Family Style	•	\$66,666
Casual Theme	•	\$77,444
Upscale Casual	\$110,000	\$77,500
Upscale Dining	\$85,000	\$120,000

Hourly

QSR	\$31,200	\$20,000
Fast Casual	\$47,840	•
Casual Theme	•	\$35,360
Upscale Dining	•	\$45,760

Kitchen Manager

QSR	•	\$50,000
Fast Casual	•	\$78,750
Casual Theme	\$58,500	\$57,863

Sous Chef

Casual Theme	\$48,920	\$57,502
Upscale Casual	•	\$56,250
Upscale Dining	\$73,000	\$85,000

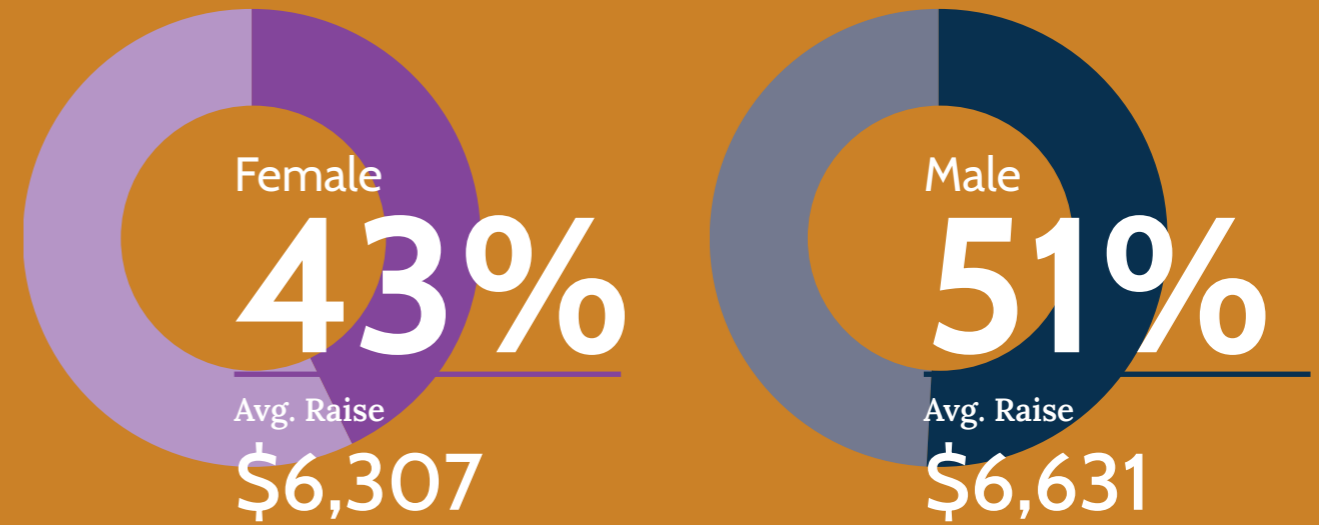
Restaurant Division

Breakdown by Job Title and Classification

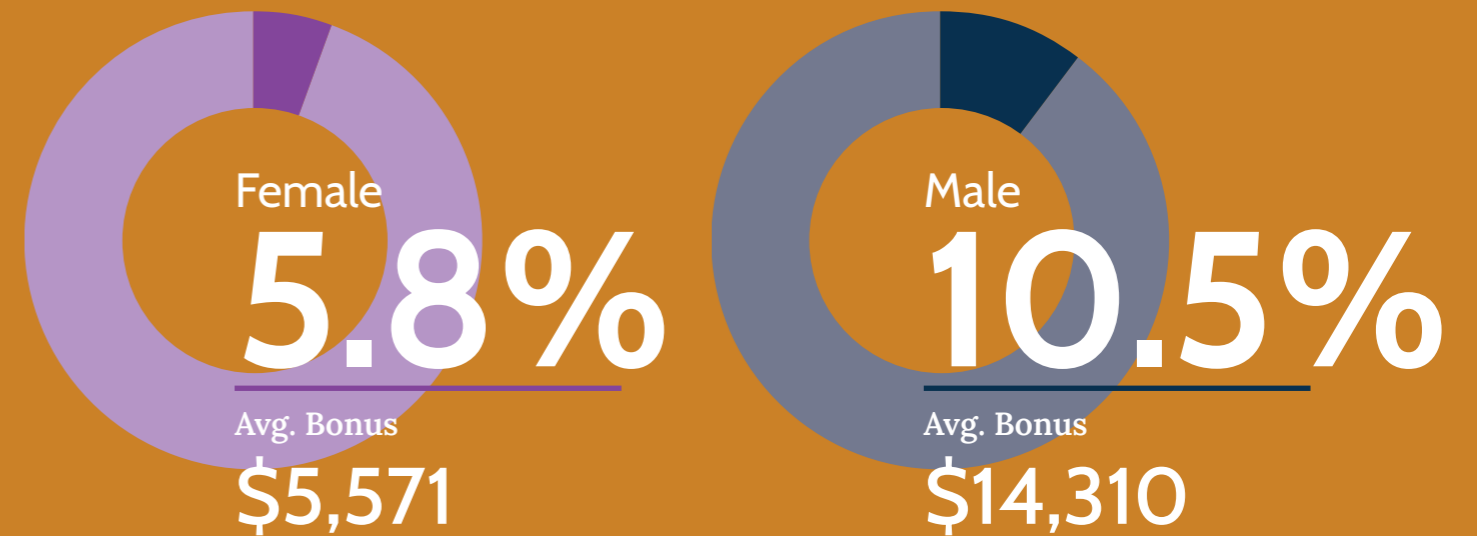
Classifications	Female	Male
Restaurant Manager		
QSR	•	\$76,000
Fast Casual	\$60,500	\$58,316
Casual Theme	\$56,495	\$65,512
Upscale Casual	\$61,666	\$63,500
Upscale Dining	•	\$85,000
Area Director		
QSR	•	\$85,666
Fast Casual	•	\$100,000
Casual Theme	•	\$110,000
Assistant Kitchen Manager		
Casual Theme	•	\$64,000
Bar Manager		
Casual Theme	•	\$54,000
Chef		
Casual Theme	•	\$73,777
Upscale Casual	•	\$75,000
Retail/Grocery	•	\$120,000
Controller/Revenue Manager		
Casual Theme	•	\$110,000
Upscale Casual	•	\$73,000

Classifications	Female	Male
Managing Partner		
Casual Theme	•	\$87,500
Regional Manager		
Fast Casual	•	\$55,000
Casual Theme	•	\$92,500
VP of Operations		
Casual Theme	•	\$250,000
Catering Manager		
Event Dining	\$65,000	•
Catering Sales Manager		
Event Dining	\$55,000	\$60,000
Pastry Chef		
Event Dining	\$60,000	•
Upscale Dining	•	\$80,000
Director of Banquets		
Event Dining	•	\$110,000
Marketing Manager		
Event Dining	•	\$52,000

Received Raises



Received Bonuses



MIDWEST REGIONAL BREAKOUT

The Midwest consists of the following states:

Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, & Wisconsin

Overall Average for the Midwest Region

	Female	Male
QSR	\$39,520	\$58,659
Fast Casual	\$61,927	\$61,174
Family Style	\$45,250	\$48,900
Casual Theme	\$71,396	\$67,518
Upscale Casual	•	\$63,265
Upscale Dining	\$69,321	\$64,117
Corporate Food & Beverage	\$96,000	\$62,592
Event Dining	•	\$65,500



Restaurant Division

Breakdown by Job Title and Classification

Classifications	Female	Male
Assistant Manager		
QSR	•	\$46,000
Fast Casual	\$43,680	\$59,000
Family Style	•	\$50,000
Casual Theme	\$57,166	\$56,230
Upscale Casual	•	\$65,000

Assistant General Manager

QSR	•	\$55,120
Fast Casual	\$55,450	\$52,000
Casual Theme	\$60,833	\$64,050
Upscale Dining	\$65,000	\$70,000
Corporate F&B	•	\$62,500

Area Coach

QSR	•	\$76,500
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Events Manager

Casual Theme	\$55,000	•
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Director of Operations

Casual Theme	•	\$124,333
Corporate F&B	\$96,000	•

Director of Sales

QSR	•	\$63,000
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Classifications	Female	Male
Executive Chef		
Casual Theme	\$90,000	\$78,416
Upscale Dining	•	\$74,000
Event Dining	•	\$65,500

General Manager

QSR	•	\$58,384
Fast Casual	\$59,800	\$59,550
Family Style	•	\$60,000
Casual Theme	\$71,444	\$68,277
Upscale Dining	\$84,000	\$83,333
Corporate F&B	•	\$67,650

Shift Leader

QSR	\$39,520	•
Fast Casual	\$33,280	•

Kitchen Manager

Fast Casual	•	\$52,000
Family Style	•	\$47,500
Casual Theme	•	\$61,937
Corporate F&B	•	\$57,625

Assistant Kitchen Manager

Casual Theme	•	\$46,840
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Restaurant Division

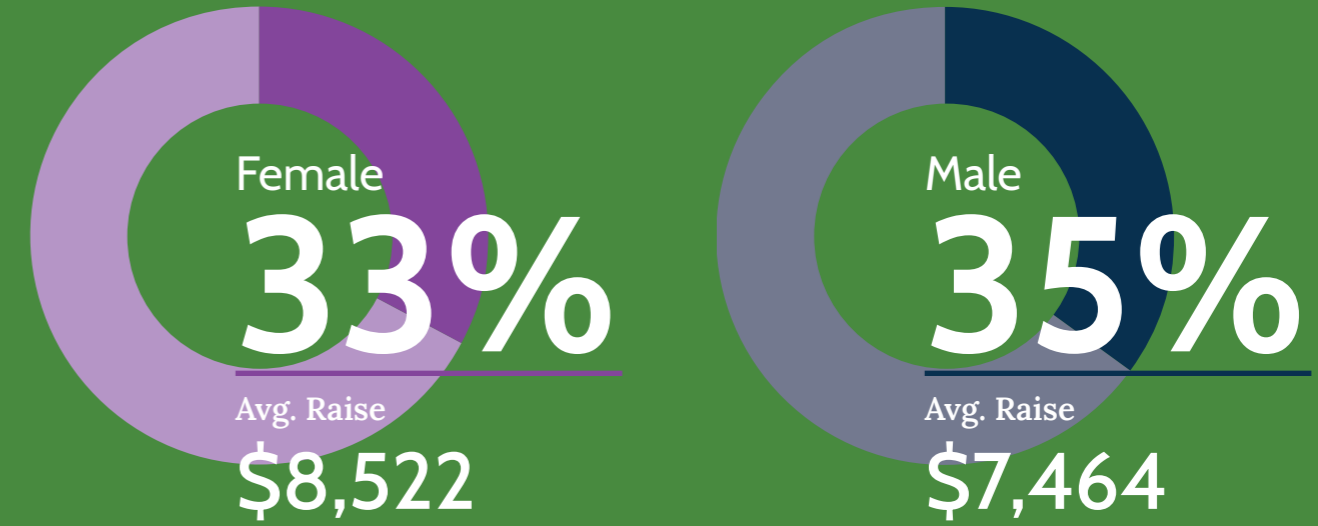
Breakdown by Job Title and Classification

Classifications	Female	Male
Sous Chef		
Casual Theme	\$70,000	\$59,833
Upscale Casual	•	\$63,333
Upscale Dining	\$68,000	\$61,100
Area Director		
Casual Theme	\$95,000	•
Regional Manager		
Casual Theme	\$85,000	•
Upscale Casual	•	\$58,741
Restaurant Manager		
QSR	•	\$52,950
Fast Casual	\$50,536	\$58,166
Family Style	\$45,250	\$38,100
Casual Theme	\$58,117	\$58,645
Upscale Casual	•	\$61,461
Upscale Dining	\$60,285	\$54,666

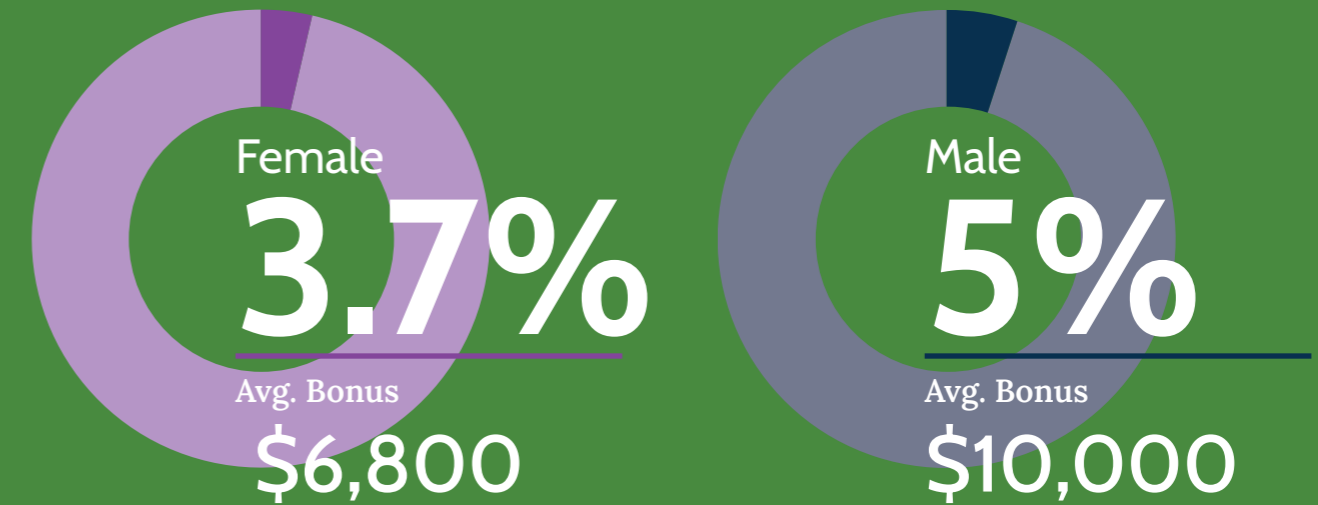
Classifications	Female	Male
District Manager		
QSR	•	\$65,000
Fast Casual	\$76,666	\$77,500
Director Human Resources		
Fast Casual	\$88,000	•
Sales Manager		
Fast Casual	\$88,000	\$70,000
Chef		
Upscale Dining	•	\$41,600



Received Raises



Received Bonuses



PACIFIC NORTHWEST REGIONAL BREAKOUT

The Pacific Northwest consists of the following states:

Alaska, California, Hawaii, Oregon, & Washington

Overall Average for the Pacific Northwest Region

	Female	Male
QSR	\$55,500	\$57,000
Fast Casual	\$63,750	\$95,714
Family Style	\$60,000	\$64,999
Casual Theme	\$67,050	\$74,110
Upscale Casual	•	\$120,000
Upscale Dining	\$75,000	\$73,833
Corporate Food & Beverage	•	\$56,000
Corporate Dining	\$70,000	\$46,000
Retail	\$62,000	•



Restaurant Division

Breakdown by Job Title and Classification

Classifications	Female	Male
Assistant Manager		
QSR	•	\$72,000
Fast Casual	\$55,666	\$57,500
Casual Theme	\$65,000	\$66,440
Upscale Dining	•	\$60,000

Classifications	Female	Male
Assistant General Manager		
QSR	•	\$34,000
Fast Casual	\$63,000	\$68,700
Family Style	\$60,000	•
Casual Theme	•	\$73,500
Upscale Casual	•	\$120,000
Upscale Dining	•	\$85,000
Corporate Food & Beverage	•	\$65,000

Classifications	Female	Male
Area Director		
Upscale Casual	•	\$120,000

Classifications	Female	Male
Catering Manager		
Casual Theme	\$67,000	•

Classifications	Female	Male
Catering Sales Manager		
Upscale Dining	•	\$63,000

Classifications	Female	Male
Controller		
Casual Theme	•	\$130,000

Classifications	Female	Male
Director of Catering Sales		
Casual Theme	\$90,000	•
Events & Sales Manager		
Casual Theme	\$75,000	\$70,000

Classifications	Female	Male
District/ Multi-Unit Manager		
QSR	•	\$75,000

Classifications	Female	Male
Managing Partner		
Fast Casual	•	\$125,000

Classifications	Female	Male
Marketing Manager		
Casual Theme	\$85,000	•

Classifications	Female	Male
Director of Catering Sales		
Casual Theme	\$90,000	•

Classifications	Female	Male
Executive Chef		
Casual Theme	•	\$75,000

Classifications	Female	Male
General Manager		
QSR	\$55,500	\$55,000
Fast Casual	\$73,333	\$75,402
Family Style	•	\$65,000
Casual Theme	\$80,000	\$80,200
Upscale Dining	•	\$80,000

Restaurant Division

Breakdown by Job Title and Classification

Classifications	Female	Male
Kitchen Manager		
Fast Casual	•	\$69,000
Casual Theme	•	\$81,000
Upscale Casual	•	\$120,000
Shift Supervisor		
Upscale Casual	•	\$120,000
Sous Chef		
Casual Theme	\$70,000	\$65,250
Upscale Casual	•	\$120,000
Upscale Dining	\$75,000	\$75,000
HR Talent & Operations Coordinator		
Corporate Dining	\$62,500	•
Bakery Manager		
Retail	\$62,000	•
Corporate Chef		
Upscale Casual	•	\$120,000

Classifications	Female	Male
Culinary Development Director		
Casual Theme	•	\$95,000
Director of Culture & Hospitality		
Corporate Dining	\$70,000	•
HR Operations Coordinator		
Corporate F&B	•	\$47,320
Vice President of IT		
Casual Theme	•	\$125,000

Received Raises



ROCKY MOUNTAIN REGIONAL BREAKOUT

The Rocky Mountain consists of the following states:

Colorado, Idaho, Montana, Nevada, Utah, & Wyoming

Overall Average for the Rocky Mountain Region

	Female	Male
QSR	\$62,071	\$67,500
Fast Casual	\$90,000	\$81,000
Casual Theme	\$74,500	\$68,700
Upscale Casual	\$58,000	\$92,500
Upscale Dining	•	\$80,000
Corporate Food & Beverage	\$53,000	\$65,000
Event Dining	\$75,000	•



Restaurant Division

Breakdown by Job Title and Classification

Classifications	Female	Male
Assistant / Co-Manager		
QSR	\$46,000	•
Corporate Food & Beverage	\$53,000	•

Area Director		
Casual Theme	\$100,000	•

Assistant General Manager		
QSR	\$54,000	•
Corporate Food & Beverage	•	\$75,000

Assistant Kitchen Manager		
Fast Casual	•	\$72,000

Events Manager		
QSR	•	\$75,000
Fast Casual	\$90,000	•

District / Multi-Unit Manager		
QSR	\$95,000	•
Fast Casual	•	\$73,500

Food & Beverage Director		
Healthcare/Senior Living	•	\$85,000

Classifications	Female	Male
General Manager		
QSR	\$59,875	\$65,000
Fast Casual	•	\$74,000
Casual Theme	\$80,000	\$75,000
Upscale Casual	•	\$92,500

Human Resource Manager		
Event Dining	\$75,000	•

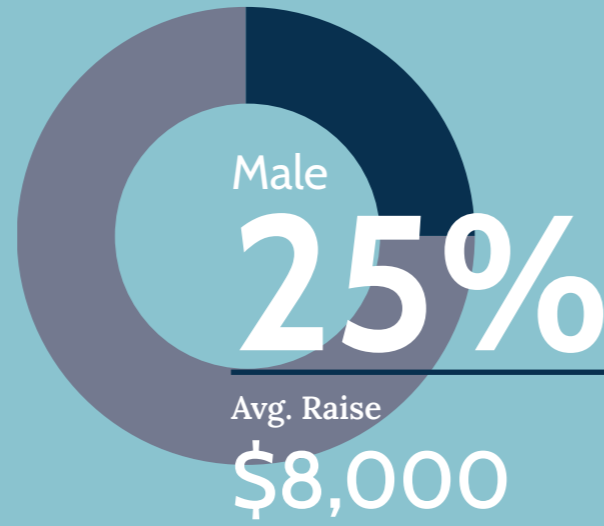
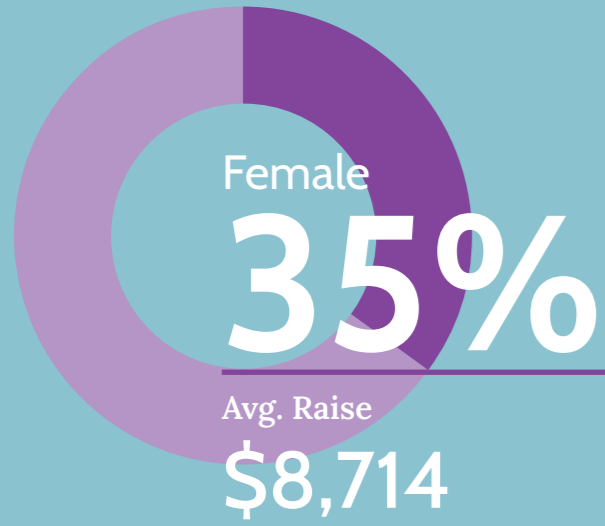
Kitchen Manager		
Casual Theme	\$65,000	\$65,000

Director of Construction		
Fast Casual	•	\$130,000

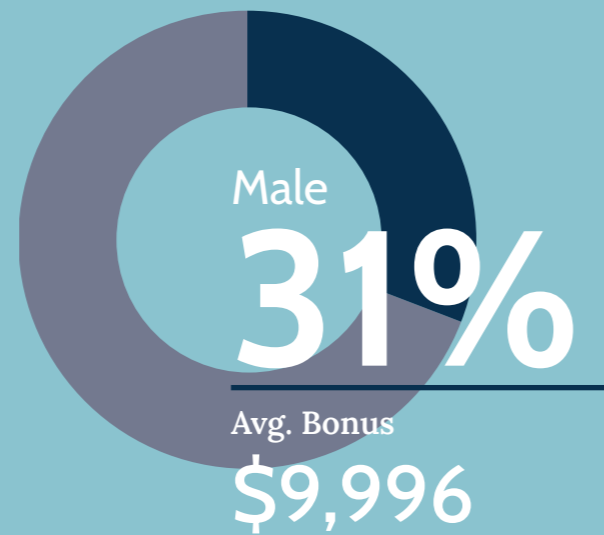
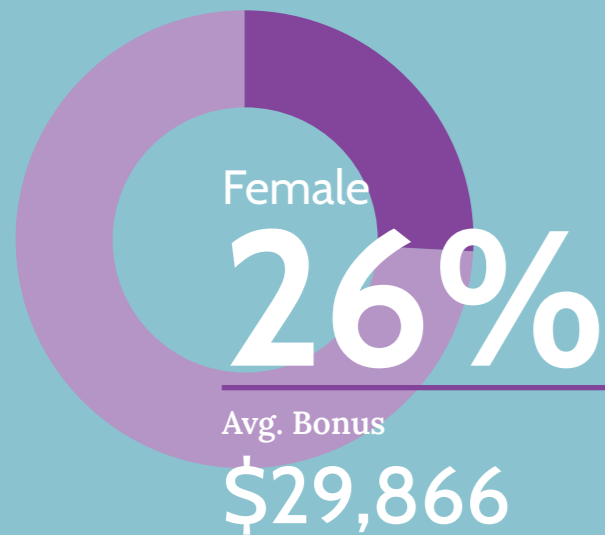
Restaurant Manager		
Casual Theme	\$67,333	\$64,800
Upscale Casual	\$58,000	•
Corporate Food & Beverage	•	\$55,000

Sous Chef		
Upscale Dining	•	\$80,000

Received Raises



Received Bonuses



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