



# RGM PARTNER

YOUR PATH to OWNERSHIP-MINDED LEADERSHIP

PROGRAM GUIDE

2026



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## LETTER FROM OUR PRESIDENT & CEO

Dear Future RGM Partner,

Thank you for your interest in the Meauxmentum Strategies & Investments RGM Partner Program. We believe our restaurant managers are the heartbeat of our business. You lead our teams, shape our culture, and deliver results where it matters most - inside our restaurants and communities. The RGM Partner Program was created to recognize our strongest leaders and to invest intentionally in those who are ready for more.

This program is not a promotion, title, or a short-term incentive - it is a partnership. RGM Partners are entrusted with greater responsibility, elevated expectations, and expanded influence. In return, they will receive focused development, increased exposure, and differentiated rewards designed to accelerate both personal growth and long-term career opportunity. In the short term, the program provides access to advanced leadership training, meaningful development experiences, and a higher level of trust, influence, and partnership within the organization. Over the long term, it creates a clearer path to expanded leadership roles, broader business impact, and enhanced compensation opportunities tied to sustained performance.

RGM Partners operate with an owner's mindset. They think beyond today's shift, develop future leaders, and consistently raise the bar for performance and culture. We are committed to recognizing that impact financially, professionally, and personally while equipping you with the tools and experiences needed to grow at the next level.

If you are driven by accountability, energized by developing others, and motivated to be an owner - not just manage a restaurant - this program may be for you. We are excited to invest in leaders who are ready to step forward and lead like an owner!

Thank you for your commitment to excellence and for considering the RGM Partner Program.

Sincerely,

*Troy Morrison*

President & CEO

## INTRODUCTION

The RGM Partner program is designed to elevate high-potential, high-performing restaurant managers beyond the traditional Restaurant General Manager (RGM), Senior RGM (S-RGM), and Market Training Manager (MTM) roles, rewarding excellence with enhanced compensation, deeper accountability, and long-term partnership.

It is a structured leadership development and recognition program that:

- Differentiates top-performing RGM leaders from baseline expectations.
- Drives business growth through accountability, advanced training, and mentorship.
- Offers increased compensation, strategic development, and personal growth opportunities.

Leading a restaurant as an RGM Partner requires skills beyond day-to-day restaurant & crew management. While still operating a single unit, RGM Partners will influence and lead broader operational, organizational, and cultural initiatives.

This program has been intentionally designed with targeted coursework and collaborative learning experiences that will challenge you, stretch your thinking, and build the judgment, confidence, and capability required of a true business partner. The curriculum is built to cultivate an owner's mindset, with learning centered on developing you as a leader and a business professional.

The program includes a 12-month development program that offers a combination of 1:1 coaching, cohort workshops, mentorship, webinars, and interactive learning sessions focused on real-world application. You can expect engaging discussions, live presentations, and hands-on learning opportunities throughout. While the expectations are high and the standards are demanding, you will be equipped with the practical knowledge, confidence, and the advanced skills required to succeed as a RGM Partner at MSI.

Participation in the program is selective and competitive. Acceptance is based on a holistic review of performance, leadership behaviors, readiness, and organizational needs.

## PROGRAM OVERVIEW

### VISION:

To build a strong pipeline of restaurant leaders who lead with an owner’s mindset, consistently deliver results, and develop future leaders – strengthening our culture, performance, and long-term growth.

### PURPOSE:

The RGM Partner Program exists to recognize, retain, and invest in our highest-performing restaurant managers by providing intentional development, increased influence, and a clear pathway to expanded leadership opportunities. The program reinforces our commitment to growing talent from within and ensuring our best leaders are prepared for what’s next.

### HOW IT WORKS:

The RGM Partner Program is a selective, performance-based program designed for restaurant managers who consistently demonstrate strong results and leadership readiness. Below is a high-level overview of the path to RGM Partner:

- Eligible restaurant managers apply for the program with the support of their manager.
- A cross-brand/cross-functional Selection Committee evaluates & identifies final RGM Partner Candidates through a rigorous selection process that includes a holistic assessment of operational performance, leadership behaviors, people results, and interview(s).
- Selected RGM Partner Candidates will participate in the 12-month RGM Partner Path Development Program (“RGM Partner Path”). The RGM Partner Path is a comprehensive, structured development journey that includes mentor support, 1:1/peer/cohort learning experiences, and other targeted leadership opportunities.
- RGM Partner Candidates will be evaluated throughout, and at the conclusion of, the 12-month RGM Partner Path.
- Upon completion of the RGM Partner Path, RGM Partner Candidates must receive final approval from the Selection Committee to be designated as an RGM Partner.
- RGM Partner designation will be evaluated annually. Ongoing participation in the program is contingent upon sustained performance and alignment with company values. (See eligibility criteria for specific details.)

### PROGRAM GOALS:

Through the RGM Partner Program, MSI seeks to:

- Identify, develop, and retain our highest-performing RGM talent.

- Prepare leaders to lead with an ownership mindset and equip them for expanded scope, influence, & future leadership roles.
- Enable RGM Partners to build sustained professional and financial success through consistent performance and development.
- Strengthen leadership capability and succession readiness across the organization.
- Reinforce a culture where strong leadership drives both business results and long-term opportunity.

**PROGRAM RESULTS:**

The RGM Partner Program is designed to deliver meaningful, long-term value for both leaders and the business, including:

- Stronger and more consistent restaurant performance through disciplined execution and ownership-focused leadership.
- Greater opportunity for RGM Partners to build long-term career stability and financial security through sustained performance, growth, and advancement.
- Stronger internal promotion pipelines that reduce the need, risk, & cost of external hiring.
- A deeper bench of leaders ready for expanded responsibility and future advancement.
- Increased engagement and retention of top-performing restaurant managers.
- A culture of accountability, continuous improvement, and long-term thinking.

## CHARACTERISTICS OF A SUCCESSFUL RGM PARTNER CANDIDATE:

An RGM Partner candidate is expected to be a high-performing leader with a demonstrated commitment to serving as a role model for operational excellence, people leadership, and cultural alignment. Successful RGM Partner candidates consistently demonstrate the following characteristics at a sustained, high level:



### **OPERATIONAL EXCELLENCE:**

Delivers strong, repeatable results across all key performance metrics, including sales growth, profitability, labor management, food safety, quality, and guest experience. Anticipates issues, solves problems proactively, and drives execution with discipline and consistency.



### **PEOPLE LEADERSHIP:**

Builds strong teams by hiring well, onboarding effectively, coaching consistently, and holding people accountable. Actively develops future leaders and maintains a ready bench of talent. Creates an environment where team members feel supported, challenged, and recognized.



### **ACCOUNTABILITY:**

Takes full responsibility for outcomes - both successes and setbacks. Makes decisions with the broader business in mind, follows through on commitments, and models personal accountability. Holds themselves and others to high standards without being asked.



### **SERVANT LEADERSHIP:**

Leads with humility, empathy, and respect. Prioritizes the success, safety, and development of their team while maintaining clear expectations. Earns trust through consistency, fairness, and genuine care for people.



### **POSITIVE ENERGY:**

Brings enthusiasm, resilience, and optimism to the role. Sets the emotional tone for the restaurant and influences others positively, even during periods of change or pressure. Actively reinforces company values and desired behaviors.



### **BUSINESS & FINANCIAL ACUMEN:**

Understands how daily decisions impact financial results and long-term performance. Uses data to guide decisions, manage resources effectively, and balance short-term execution with long-term sustainability.



### **COACHABILITY & GROWTH MINDSET:**

Seeks feedback, reflects on performance, and demonstrates a willingness to learn and adapt. Embraces development opportunities and applies learning quickly. Views challenges as opportunities to improve and grow rather than obstacles.



### **INFLUENCE BEYOND THEIR RESTAURANT:**

Acts as a role model within the market. Shares best practices & insights. Demonstrates readiness to influence outcomes beyond a single location.

## PROGRAM ELIGIBILITY

The RGM Partner Program is extended to internal candidates in the following positions:

- Restaurant General Manager (RGM)
- Senior Restaurant General Manager (S-RGM)
- Market Training Manager (MTM)

To be considered for the RGM Partner Program, candidates must meet all of the following criteria:

<b>TENURE:</b>	Minimum of 12 months as a top-performing RGM/S-RGM or at least 6 months as an MTM with MSI.
<b>PERFORMANCE:</b>	<ul style="list-style-type: none"> <li>• Consistently met or exceeded store goals for the prior 12 periods.</li> <li>• Received an overall rating of “On Target” or higher on last performance review.</li> </ul> <p>An RGM Partner must maintain these performance requirements to remain eligible for the program.</p>
<b>DEVELOPMENT:</b>	Complete the 12-month RGM Partner Path Development Program. See next section for additional details.
<b>CHAMPION:</b>	Demonstrate strong alignment with company values and a track record of fostering positive energy, accountability, recognition, and servant leadership. An RGM Partner must maintain this leadership posture to remain eligible for the program.
<b>STANDING:</b>	Must be in good standing with no corrective action or performance improvement plan (PIP) for the prior 12 months. An RGM Partner must maintain their good standing to remain eligible for the program.
<b>SELECTION:</b>	<ul style="list-style-type: none"> <li>• Must complete individual &amp; group interviews and be approved by the RGM Partner Selection Committee to become an RGM Partner Candidate. An RGM Partner Candidate must complete the 12-month RGM Partner Path Development Program to be eligible for RGM Partner designation.</li> <li>• Upon completion of the RGM Partner Path Development Program, RGM Partner Candidates must receive final approval from the Selection Committee to be designated as an RGM Partner.</li> </ul>

There is no guarantee that an RGM will be selected as an RGM Partner even if they meet the eligibility criteria. RGM Partner selection & designation is at the sole discretion of the Company.

## DEVELOPMENT OVERVIEW: RGM PARTNER DEVELOPMENT PATH

Once selected to participate in the program, an RGM Partner Candidate must complete the required RGM Partner Development Path (“Development Path”) curriculum & activities to be eligible for designation as an RGM Partner. See information about the Development Path below including general objectives and key milestones occurring in each phase below.

- The Development Path is a 12-month program that includes four phases, intentionally designed to progressively build the capabilities required to be a successful RGM Partner.
- The development curriculum will be delivered in various formats including live group sessions, virtual training/webinars, 1:1 coaching, etc.
- Internal & external subject matter experts (SMEs) will also be engaged to deliver leadership and functional content during the Development Path.
- Throughout the program, Participants will also receive leadership & cross-brand exposure, take part in group activities/projects, and participate in leadership activities like Quarterly Business Reviews, Leadership Roundtables, etc.
- A scorecard will be used to assess Participant growth & performance after each phase.



### PHASE 1: FOUNDATIONS

This phase kicks off with RGM Partner Boot Camp. During this phase, Participants will understand the detailed program roadmap and begin to establish important relationships with their fellow cohort participants, mentor, & other program contributors. They will establish core leadership foundations including self-awareness, people leadership/talent development, and operational excellence. Additionally, they will be able to analyze store & team performance and identify actionable operational improvements.



### PHASE 2: SKILL MASTERY

This phase focuses on elevating Participants strategic thinking, business acumen, and ability to connect financial, operational, people, and market insights. They will develop the capabilities needed to “think like an owner” by learning how to analyze their business holistically, make informed strategic decisions, and enhance brand awareness through intentional community and guest engagement.



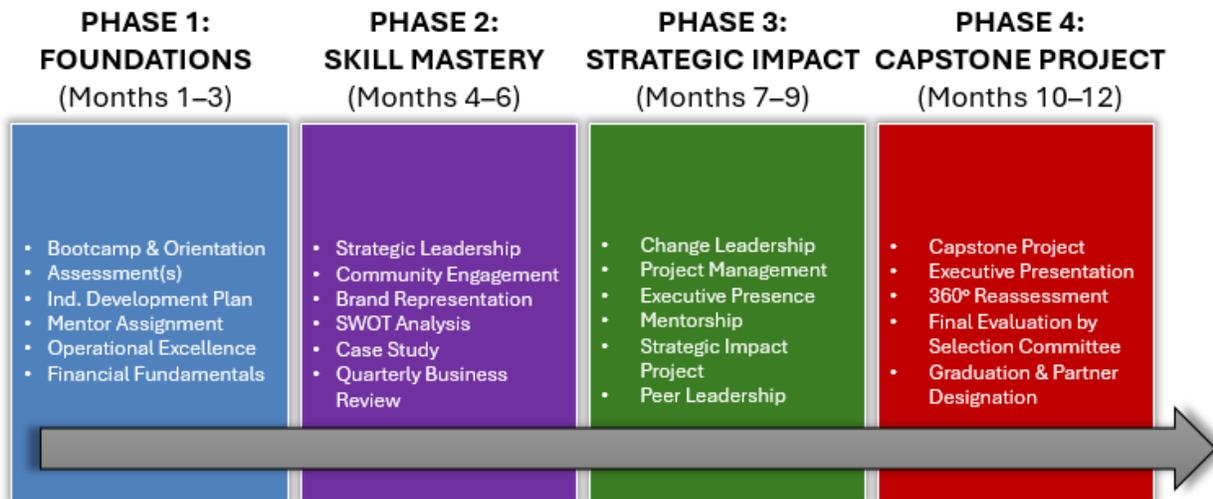
### PHASE 3: STRATEGIC IMPACT

The Strategic Impact phase centers on preparing leaders to drive organizational change, communicate with confidence at all levels, and begin transferring knowledge to the next generation of leaders. Participants will strengthen their ability to lead strategic initiatives, manage complex projects, and operate with the presence and influence expected of future Directors and VPs.



### PHASE 4: CAPSTONE GROUP PROJECT

The final phase of the Development Path culminates with a group Capstone Project focused on driving measurable improvements in operational performance across multiple units through data-driven analysis and cross-functional execution. Participants will deliver a comprehensive, executive-level operational improvement proposal that identifies root causes, quantifies business impact, and recommends sustainable solutions aligned with company strategy.



BOOTCAMP

- SUPPORT FROM RGM PARTNER PEERS, MENTOR, & PARTNER RESOURCES TEAM -



GRADUATION

## COMPENSATION & INCENTIVE OVERVIEW

The Partner Program compensation structure is designed to reward RGM Partners for driving performance results while building a long-term partnership with the Company. RGM Partner compensation is made up of four (4) components:

- **Base Pay + Designation:** RGM Partners will maintain their current RGM/S-RGM/MTM base salary, plus receive an additional “Partner Designation Incentive” of up to \$20,000/per year.
- **Allowance:** RGM Partners will also receive an additional allowance of up to \$600/per year to engage in local business development, marketing, and community engagement.
- **Performance Incentive:** RGM Partners will be eligible for an enhanced RGM incentive up to 50% of the standard RGM performance target amounts.
- **Long-Term Incentive:** Performance-based profit-sharing opportunity. Additional details to be shared with program participants.

RGM Partner Candidates that complete the 12-month Partner Path Development Program and receive an RGM Partner designation will be eligible for the additional compensation referenced above. Additionally, they will receive customized Partner swag and have an opportunity to participate in an Annual Partner’s Summit each year they are designated as an RGM Partner.

A key objective of the RGM Partner Program is to create an ownership mindset that encourages long term thinking, acting with intention, and making decisions today that create future value. In support of this goal, MSI is committed to helping RGM Partners strengthen not only their leadership capability, but also their long-term financial confidence.

As part of the program, RGM Partners are given the opportunity to connect with a professional financial advisor to support thoughtful, informed personal financial decision-making. This access is intended to help Partners:

- Think like owners about long-term financial goals.
- Build greater confidence in navigating complex financial decisions.
- Align personal financial strategies with career growth and life priorities.

## **COMMITMENT TO CONTINUED GROWTH**

Completing the RGM Partner Development Path will be a significant professional milestone, but it is not the end of the RGM Partner journey. Graduates of the program will enter a new phase of growth focused on increasing leadership impact, business exposure, and long-term career value.

RGM Partners are recognized as leaders with expanded potential. While specific outcomes are not guaranteed, the program equips Participants with the development, exposure, and tools needed to pursue future opportunities and lead at the highest level. Following the 12-month Development Path, RGM Partners will continue to engage in meaningful growth experiences that include:

### **ADVANCED LEADERSHIP DEVELOPMENT:**

After completing the program, RGM Partners continue participating in advanced leadership development experiences that build enterprise thinking, people leadership, and financial acumen preparing them to lead beyond day-to-day restaurant operations.

### **BROADER BUSINESS EXPOSURE:**

Partners gain exposure to the broader business through involvement in cross-functional initiatives, regional projects, pilot programs, and strategic efforts that extend their impact beyond a single restaurant.

### **ONGOING MENTORSHIP & LEADER ACCESS:**

Graduates maintain access to mentorship, coaching, and increased interaction with senior leaders—providing continued guidance, perspective, and support as they grow their leadership influence.

### **EXPANDED CAREER PATHWAYS:**

While many Partners continue to thrive as restaurant leaders, the program builds readiness and visibility for future opportunities, including expanded operational scope or other leadership roles aligned with business needs and individual strengths.

### **LONG-TERM CAREER & FINANCIAL GROWTH:**

The program is designed to create lasting value by strengthening business judgment, leadership credibility, and decision-making capability—supporting sustained career growth and long-term financial security.

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If you see yourself thinking like an owner, leading for the long term, and expanding your scope & influence, we encourage you to take the next step. Connect with your above store leader to discuss your interest, readiness, and what pursuing RGM Partnership could look like for you. Application timing & instructions will be shared soon.