ankura (*** Restaurant Sector

CQ4 - 2023 UPDATE



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Executive Summary





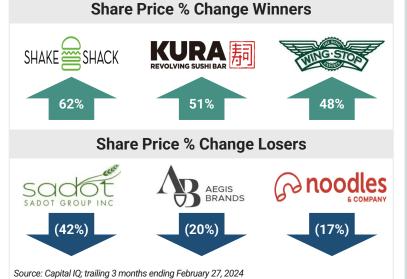
Top Level Review

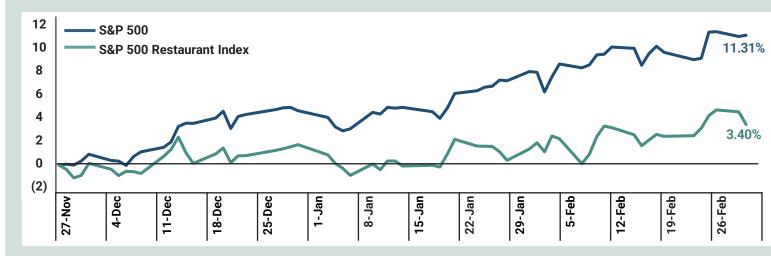
Summary

The restaurant sector experienced minor growth during CQ4-2023 (gaining 3.40%) and materially underperformed when compared to the broader S&P 500 index's performance (gaining 11.31%) during the same period.

Companies that managed to increase their respective share prices during CQ4-2023 saw an **average growth of nearly ~20% in their respective stock prices.** Despite the overall gains across the sector this quarter, companies that experienced a **decrease in growth lost an average of** ~10% of their total share value.

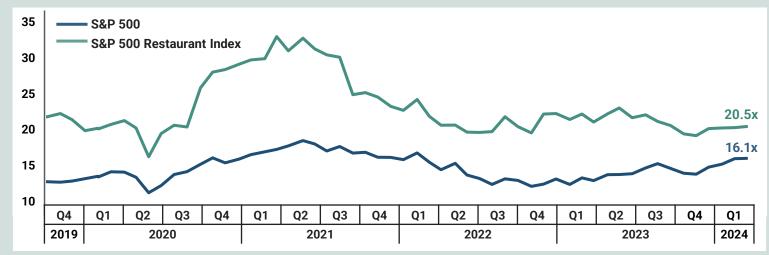
While there are considerable on-going challenges faced by the restaurant industry today, analysts have remained optimistic about the continued growth of the sector entering in to 2024 and beyond.





CQ4-2023 % Price Change: Restaurant Index vs. S&P 500 Index

Historical EV/EBITDA Multiples: Restaurant Index vs. S&P 500 Index



Source: Capital IQ; includes Q1 2024 calendar data through February 27, 2024

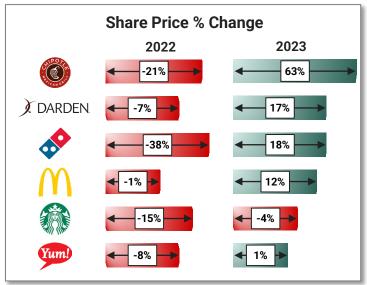
Key Themes

2023 Dishes Out Tasty Returns

Shares of restaurant companies **joined the broader stock market recovery in 2023** (see *image below*), marking a contrast with the prior year (S&P 500 +24% in '23, -20% in '22).

While most all restaurant brands continued to grapple with persistent inflation and elevated interest rates, many successfully refined their 2022 strategies, **identifying opportunities to sustain or improve margins.**

A notable standout in 2023 was **Chipotle, registering a 63% increase in stock price**. Although a significant portion of the gain (54%) occurred in the 1Q, the company-maintained momentum in subsequent quarters.



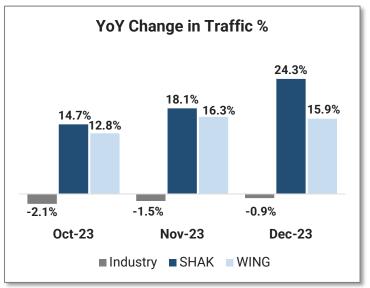
Source: Capital IO: calendar vear dates

Digital Helps Offset Declining Traffic

Amid a **broader industry downturn in customer traffic**, companies such as Shake Shack and Wingstop bucked the trend with robust traffic growth (*see image below*), a testament to their strategic **emphasis on digital engagement** and takeout/delivery models.

Like other digital leaders, SHAK and WING have seized the trend toward **convenience and contactless dining**.

By enhancing **digital platforms and prioritizing efficient offpremise dining with delivery services**, they've attracted, retained customers, surpassed competitors, and gained a larger market share.



Strategic Expansion and Growth Initiatives

(3)

Many companies are focused on **aggressive expansion and strategic growth**, with leading brands CMG, DPZ and RBI all focusing on planned growth during their Q4 earnings calls.

This indicates that companies are investing in new locations and markets to **increase their footprint and capitalize on market opportunities across the globe**.

As companies look to expand, they increasingly consider international markets, particularly in developing regions. Specifically, in the fast-food market, the industry has recently **experienced significant growth in Southeast and North Asia** (see green in image below).



Source: Placer AI; National Restaurant News report on Jan 25, 2024

Source: G4621-GL: Global Fast-Food Restaurants. IBISWorld. September. 2023

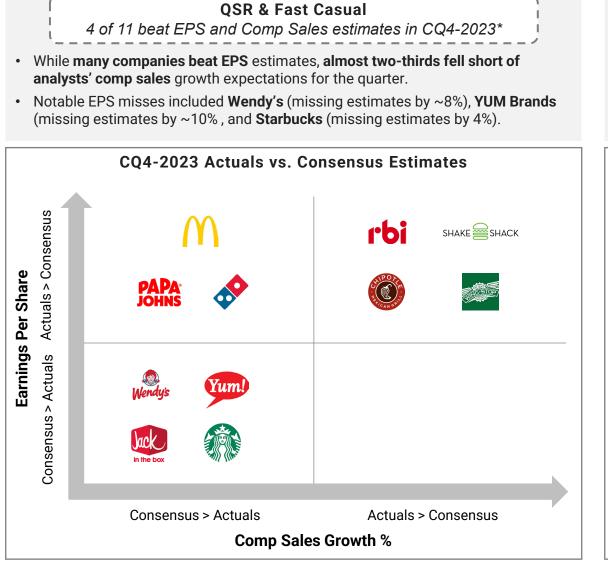
Special Feature: Restaurant Level Margins

					C	Q4-2023 KE	Y TAKEAV	VAYS										
								 										
Many of the major restaurant operators improved store-level margins in Q4 2023, as compared to the same period in 2022 See below					Chipotle and Shake Shack were among the companies who highlighted tech investments during Q4 earnings calls as pivotal for enhanced operations							Looking ahead to 2024 , operators acknowledged challenges, especially in a dynamic labor market with significant changes, notably in California						
					DETAILE	D VIEW OF	SELECT C	OMPANI	ES									
		CHIP OF IT		SHA		IACK).	DARD	EN.	e		3		Brin	ker onal.			
\$ in millions	CQ4-22	CQ4-23	% Growth	CQ4-22	CQ4-23	% Growth	CQ4-22	CQ4-23	% Growth	CQ4-22	CQ4-23	% Growth	CQ4-22	CQ4-23	% Growth			
Restaurant Revenues	\$2,181	\$2,516		\$230	\$276		\$2,487	\$2,727		\$1,003	\$1,157		\$1,009	\$1,064				
Restaurant Cost Of Sales	\$639	\$747		\$68	\$80		\$818	\$846		\$352	\$396		\$289	\$273				
% of Store Sales	29%	30%	40 bps	30%	29%	(42 bps)	33%	31%	(190 bps)	35%	34%	(86 bps)	29%	26%	(300 bps)			
Restaurant Labor	\$559	\$629		\$66	\$79		\$809	\$881		\$335	\$383		\$335	\$356				
% of Store Sales	26%	25%	(62 bps)	29%	29%	(38 bps)	33%	32%	(22 bps)	33%	33%	(27 bps)	33%	33%	33 bps			
Other Restaurant Expenses	\$460	\$502		\$52	\$62		\$417	\$450		\$170	\$201		\$268	\$295				
% of Store Sales	21%	20%	(117 bps)	23%	23%	(16 bps)	17%	17%	(26 bps)	17%	17%	40 bps	27%	28%	112 bps			
Restaurant Expenses	\$1,658	\$1,878		\$187	\$221		\$2,044	\$2,177		\$857	\$980		\$892	\$924				
Restaurant Level Profit	\$523	\$638		\$43	\$55		\$443	\$550		\$146	\$177		\$117	\$140				
% of Store Sales	24%	25%	139 bps	19%	20%	96 bps	18%	20%	237 bps	15%	15%	73 bps	12%	13%	155 bps			

Source: Capital IQ; Ankura analysis

*CQ4 2023 includes DRI's fiscal quarter ended Nov-23

Performance to Plan



Source: Capital IQ - "Plan" and "Consensus" and "Estimates" refer to consensus estimates per Capital IQ Note: includes companies that reported CQ4-2023 results as of February 29, 2024

Casual & Fine Dining 4 of 11 beat EPS and Comp Sales estimates in CQ4-2023*

- Nearly all Casual & Fine Dining companies met the mark on EPS for the period, but over half fell short of analysts' comp sales expectations for the quarter.
- Cracker Barrell & Red Robin were the only Casual & Fine Dining companies to **miss** estimates on both EPS and comp sales growth for Q4.



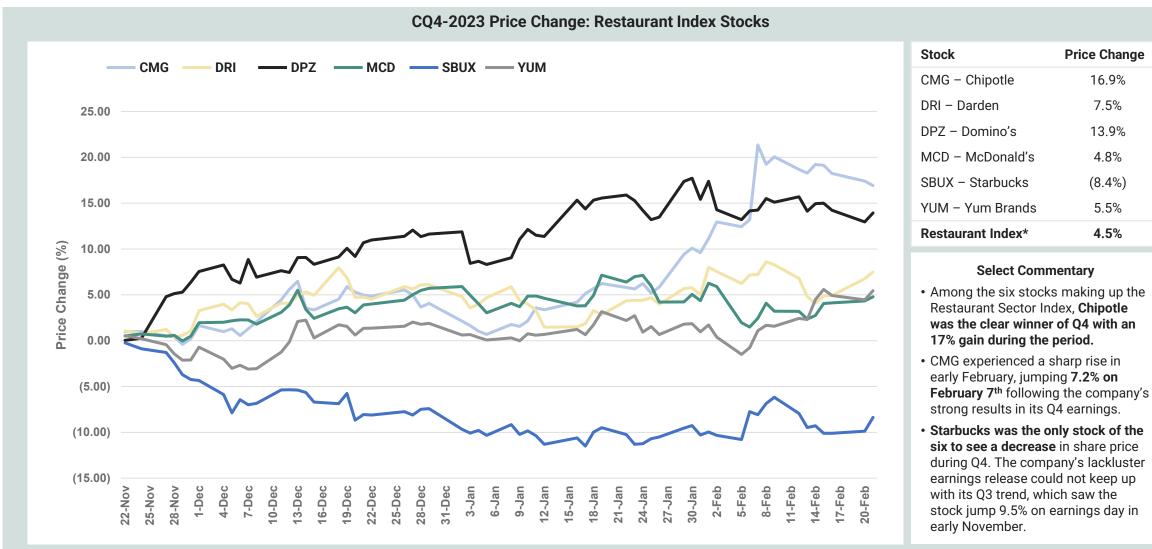
* Cracker Barrel and Dave & Busters - quarter ended Oct-23; DRI - quarter ended Nov-23

Restaurant Index Performance





Restaurant Index Performance



Source: Capital IQ; trailing 3 months ending February 22, 2024

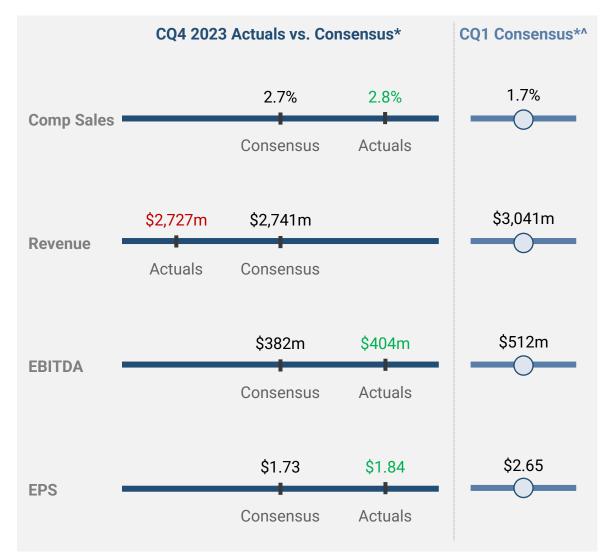
*Weighted change of S&P 500 Restaurants Index

Restaurant Index Performance 🚳 Chipotle



[^]Consensus estimates as of February 22, 2024 / Source: Capital IQ

Restaurant Index Performance 🔪 Darden



*CQ4 2023 includes DRI's fiscal quarter ended Nov-23; CQ1 2024 includes DRI's fiscal quarter ending Feb-24 ^Consensus estimates as of Feb 22, 2024 / Source: Capital IQ

CQ4-2023 Headlines

Strategic Acquisitions and Synergies

- Darden continued the integration of the Ruth's Chris brand into the company's portfolio following its acquisition last quarter.
- Darden made several strategic changes to the steak house brand including shutting down third-party delivery operations and closing most restaurant locations during lunch hours.

Strong Fiscal Performance

- Darden's \$2.8 billion total sales figure marked a 9.7% increase from the previous year.
- The growth was largely attributed to the addition of 78 new companyowned Ruth's Chris steak house locations and 45 new legacy Darden restaurant locations.

Capital Returns

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- The company's strong financial performance was generated the company \$403 million in adjusted EBITDA for the quarter.
- This allowed the company to return \$158 million in dividends back to shareholders and repurchase an additional \$181 million worth of shares.

Positive Outlook for 2024

- Outlook for fiscal 2024 includes total sales of \$11.5 billion to \$11.6 billion, driven by the addition of Ruth's Chris. Same-restaurant sales growth is expected to be 2.5%-3.0%.
- The Company increased its diluted EPS outlook from \$8.75 to \$8.90, signaling a strong financial view ahead of 2024.

Restaurant Index Performance 🔗 Domino's



CQ4-2023 Headlines

Five-Year Plan Roll-Out

- In December, the company announced its five-year plan titled, 'Hungry for MORE', which stands for 'Most delicious food', 'Operational Excellence', 'Renowned Value', and 'Enhanced by best-inclass franchisees'.
- The plan targets global annual sales growth of 7% and annual operating income growth of 8%.

3

Rewards Re-Launch Success

- The end of Q3 saw Domino's launch a revamped rewards system that offers customers a tiered redemption rewards system.
- Since the re-launch, over 2 million new members signed up for the program, marking 33 million active members by the end of Q4.

Domestic Same-Store Growth

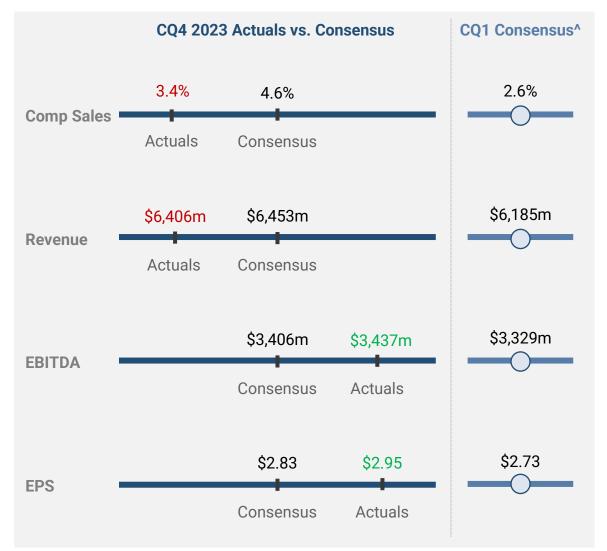
- Domino's signed an exclusive thirdparty delivery deal with Uber Eats in Q3, resulting in 2.8% same-store sales growth for US locations in Q4.
- The brand's 'Emergency Pizza' promotional also contributed to this growth on both the delivery and carryout sides, increasing comp sales at 2.0% and 3.9%, respectively.

2024 Profitability & Market Expansion

- In 2024, Domino's expects to open 1,100 new stores, which includes 925 international locations. The company's expansion in India and China has been vital to the chain's strategy, expecting half of 2024 openings to be in those markets.
- As a result of this expansion, the company projects 8% year-over-year increase in operating income.

*DPZ reports US and Int'l Comp Sales; this figure represents Int'l Comp Sales given it represents majority of system ^Consensus estimates as of February 26, 2024 / Source: Capital IQ

Restaurant Index Performance M McDonald's



CQ4-2023 Headlines

Global Sales Momentum

- McDonald's achieved nearly 9% comparable global sales growth for the full year.
- With nearly a 3% global guest count increase, McDonald's increased market share in most major markets. Foreign currency translation had a positive impact on the bottom line.

Strategic Initiatives

- The Accelerating Arches strategy has fueled over 30% comparable sales growth since 2019.
- McDonald's loyalty program has been expanded to 50 markets, reaching over \$20 billion in annual loyalty system-wide sales.

Operational Enhancements

- McDonald's has streamlined operations with the Ready on Arrival initiative to reduce wait times and improve customer satisfaction.
- Customer data is being utilized to offer targeted deals and personalized ad promotions.

Future Investments

- Looking to 2024, McDonald's expects comp sales growth between 3% to 4% for the U.S. and International Operated Markets segments.
- McDonald's plans to open more than 2,100 restaurants in 2024, aiming to reach 50,000 restaurants by the end of 2027.

Restaurant Index Performance 🛞 Starbucks



CQ4-2023 Headlines

Record Revenue

- Starbucks achieved record total company revenue of \$9.4 billion in Q1 2024, an 8% year-over-year increase.
- Global comp store sales grew by 5%, 5% growth in North America and 10% in China.

Customer Engagement

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- The strength of brand and loyalty programs was highlighted with 13% year-over-year growth in active rewards members and record spend per member.
- Starbuck's is focusing on product innovation such as the introduction of new beverages and food items aimed at different dayparts, especially the afternoon.

Strategic Initiatives

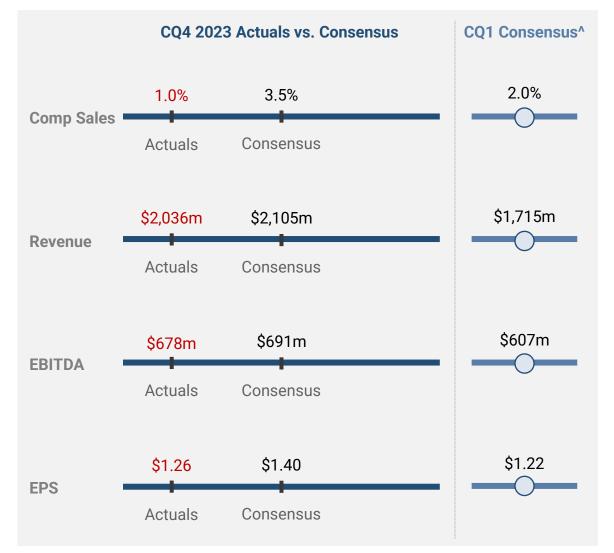
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- The strategic priorities include elevating the brand through store experience and product innovation, strengthening digital leadership, global expansion, achieving operational efficiencies, and enhancing partner culture.
- Recovery in China is slower than expected, Starbuck's experienced 20% revenue growth.

Expansion and Impact

- Starbuck's is on track with store expansion, opening 420 new stores in the quarter and improve efficiency with the goal to save \$3 billion over the next three years.
- Starbuck's leadership is actively engaging with partners in stores and aims to impact with local community involvement.

Restaurant Index Performance Yum Brands



CQ4 -2023 Headlines

Sales Growth

- 2023 growth exceeded the longterm growth algorithm, over \$60 billion system sales were reported in 2023.
- Yum! Brands has opened almost 10,000 new restaurants over the last three years
- Digital sales growth has been a main driver.

Taco Bell U.S. and KFC

Key Growth Engines

International are the key growth

engines for Yum! Brands. Taco Bell

U.S. outperformed industry trends

and KFC International is planning

· Taco Bell U.S. digital sales mix and

loyalty program saw growth and

for further global expansion.

new product innovations are

planned to maintain growth.

3

Conflict Challenges

- Yum! Brands faced challenges due to conflict in the Middle East this slowed the same-store sales growth.
- This same-store sales growth is expected to impact the first quarter of 2024 but lessen throughout 2024. This is expected to be driven by unit development pipelines and franchisee investments.

Technology Advancement and Sustainability

- Yum! Brands has developed an Aldriven eco-system which has improved operation efficiency and customer experience.
- Operational efficiencies are contributing factors in sustainability efforts by reducing greenhouse gas emissions and sustainable packaging.

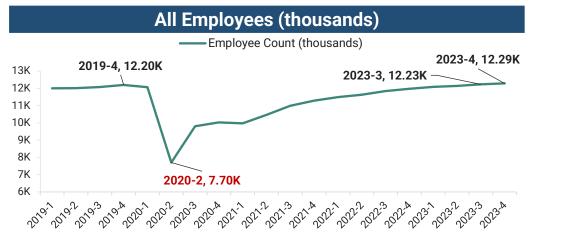
^Consensus estimates as of Feb 22, 2024 / Source: Capital IQ

Macro Environment



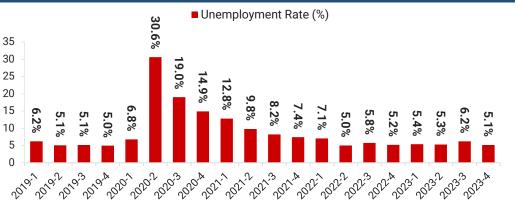


Macro Environment: Food Service Labor Market



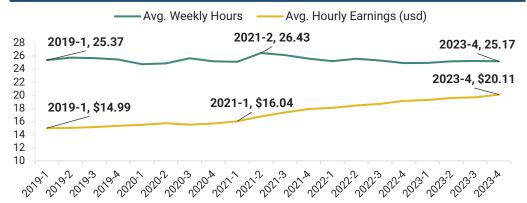
Hiring remained steady in Q4, increasing 0.5% from Q3 which may be contributed to holiday season demand. Employee count for the food service industry in Q4 2023 surpassed pre-covid counts according to the U.S. Bureau of Labor Statistics.

Unemployment Rate



Given the ongoing labor shortage challenges faced by restaurant operators, coupled with holiday demand contributed to the Q3 2023 - Q4 2023 unemployment rate drop from 6.2% to 5.1%.

Average Weekly Hours & Hourly Earnings



Wages continued to steadily increase in Q4. With California's upcoming minimum wage increase taking effect in Q1 2024, hourly rates will likely continue to increase heading into 2024 while weekly hours worked has slowly declined since 2021.

Key Takeaways (% Increase/Decrease)

Timeframe	Emp	loyee Count	employment Rate (%)	Avg.	Weekly Hours	Avg. Hourly Earnings (usd)		
Q4 vs. Q3		0.46%	-1.10%	•	-0.24%		2.08%	
2023 vs. 2022		3.85%	-0.26%	•	-0.47%		5.75%	

- Employee count has recovered to pre-covid totals.
- Unemployment rate continues to decrease steadily from 2020 and has reach pre-covid levels.
- Hourly earnings continue to increase as minimum wages rise.
- Average weekly hours worked has remained flat.

Source: https://www.bls.gov/

Macro Environment: Commodities

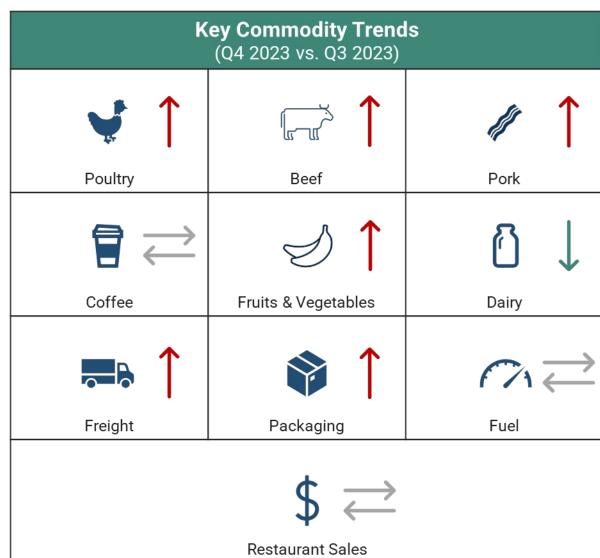
Quarterly Highlights

Overview of key changes in United States commodity prices between Q4 2023 and Q3 2023:

- **Poultry:** Prices increased slightly in Q4 compared to Q3. Bird flu outbreaks in some regions have impacted supply and prices, but overall changes were moderate.
- **Beef**: Prices increased slightly in Q4 due to various factors, including rising input costs for producers and continued strong demand.
- Freight Costs: Prices elevated in Q4 but have trended down since 2022.
- **Paper & Plastic Packaging:** Prices remained high in Q4 due to ongoing supply chain constraints and rising input costs for manufacturers.

2024 Outlook

- **Continued upward pressure** on commodity prices due to supply chain challenges, rising production costs, and weather-related factors.
- **Potential for stabilization or slight moderation** in some areas like freight and packaging costs.
- High volatility in fuel prices due to global uncertainties.

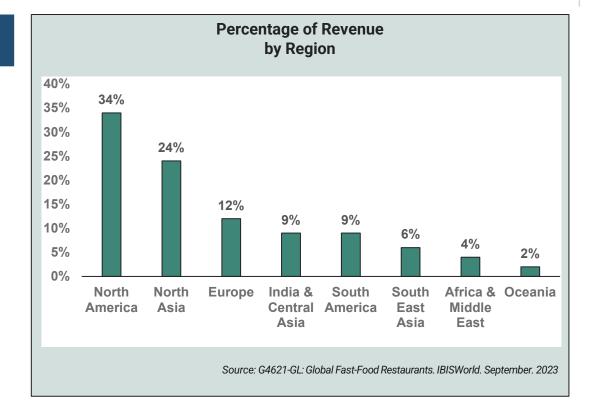


Source: U.S. Department of Agriculture Source: U.S. Bureau of Labor Statistics

Macro Environment: International

International Observations

- Brands continue to accelerate their international strategies and plans. These
 plans will contribute to steady growth through 2028, with North Asia as a
 target. China remains in focus for expansion, with established brands Yum and
 McDonalds increasing their footprint. Other brands like Dairy Queen are making
 moves in China.
- In the China market, companies are grappling with a competitive landscape in Tier 1 (e.g., Beijing, Shanghai) and Tier 2 cities (e.g., Dalian). Accordingly, Tier 3 and Tier 4 cities are attractive even faced with local competitors. Brands are also navigating a nuanced real estate environment when selecting store locations. While economic conditions in China are evolving, the performance, and lessons learned of established brands appear to help pave the way for entrants to understand, enter, and operate in China.
- Technologies and digital transformation for front and back of house operations will enable global expansion. While stores are not on the verge of being fully automated, digital advancements in kitchen technology, restaurant operations and consumer engagement will continue to shape opportunities.



Brand Expansion Examples



International Dairy Queen and CFB Group (operator based in Shanghai) are expanding the brand's footprint in China.



Long John Silver's expanded globally in 2021, focusing on Indonesia. Thailand and Malaysia are also part of their plans.



In January 2024, Jersey Mike's shared they are going international, opening stores in Canada.



RBI continues international growth and China expansion. Tim Horton's entered South Korea's market in 2023.

Digital Engagement





Digital Engagement: Audience Overlap

								Cross-Bro	wsing Beł	aviors								
		Also Visited (i.e. Seconda	ry Sites)															
			Jersey Mikes	Jimmy John's	Subway	Burger King	McDonald's	Shake Shack	Wendy's	Chick-fil-A	KFC	Chipotle	Qdoba	Taco Bell	Domino's	Papa John's	CAVA	Sweetgreer
~		Jersey Mikes		4.7%	4.4%	2.3%	2.1%	0.7%	1.7%	2.2%	2.5%	2.7%	0.9%	3.5%	2.6%	4.9%	NA	NA
SUBS		Jimmy John's	4.3%		2.7%	1.7%	2.6%	NA	0.5%	2.0%	1.3%	2.1%	0.5%	2.1%	6.0%	1.9%	NA	NA
		Subway	1.4%	1.2%		1.4%	2.4%	NA	1.6%	1.4%	1.0%	1.4%	0.2%	1.9%	2.3%	1.3%	0.3%	NA
	:	Burger King	2.3%	1.4%	3.1%		7.5%	0.7%	5.4%	3.1%	3.5%	2.9%	NA	5.8%	3.9%	2.6%	NA	NA
BURGERS	Site)	McDonald's	0.5%	0.5%	1.2%	1.7%		0.5%	1.5%	1.0%	1.1%	0.6%	0.2%	1.7%	1.2%	0.6%	0.2%	NA
20Kg	2	Shake Shack	1.2%	NA	NA	1.4%	3.1%		4.2%	3.2%	1.3%	4.2%	NA	1.6%	4.3%	1.3%	NA	1.5%
	Primaı	Wendy's	1.5%	1.0%	2.9%	5.0%	6.4%	1.6%		2.7%	3.6%	1.9%	NA	4.9%	2.8%	2.5%	NA	NA
z	e. Pı	Chick-fil-A	1.1%	1.1%	1.6%	1.7%	2.6%	1.1%	1.9%		2.3%	1.9%	NA	1.8%	1.9%	1.9%	0.6%	NA
KEN	to (i.e.	KFC	2.4%	1.4%	3.0%	4.4%	5.1%	0.7%	4.2%	4.2%		2.6%	NA	0.5% 🗸	4.0%	3.1%	NA	NA
z	ors t	Chipotle	1.0%	0.9%	1.3%	1.2%	1.3%	0.8%	1.0%	1.5%	0.8%		0.8%	1.6%	2.1%	0.9%	1.1%	0.6%
MEXICAN	Visitors	Qdoba	2.2%	5.9% 🕇	2.1%	NA	4.0%	NA	2.7%	NA	NA	9.0% 🗸		10.5%	3.5%	NA	2.0%	NA
	1	Taco Bell	1.3%	1.0%	2.0%	2.6%	3.8%	0.4%	2.5%	1.6%	2.2%	1.4%	1.0%		2.3%	1.5%	NA	NA
ZA		Domino's	0.3%	0.4%	0.6%	0.5%	0.7%	0.2%	0.5%	0.3%	0.5%	0.4%	NA	0.6%		4.2%	0.1%	NA
Z		Papa John's	0.6%	0.7%	1.1%	0.7%	1.2%	0.2%	0.8%	0.7%	0.8%	0.7%	NA	1.0%	11.6%		NA	NA
~		CAVA	NA	NA	1.4%	NA	3.0%	NA	NA	2.1%	NA	5.2%	NA	1.1%	1.8%	NA		4.1%
H		Sweetgreen	NA	NA	NA	NA	NA	0.7%	NA	NA	NA	2.0%	NA	NA	NA	NA	3.5%	

Visitors to a "Primary Site" who also visited a "Secondary Site" over the November 2023 – January 2024 period

Source: Ankura database and analysis; SimilarWeb (2/19/24)

Digital Engagement

Key Metrics: Site Speed, Unique Traffic, and Engagement

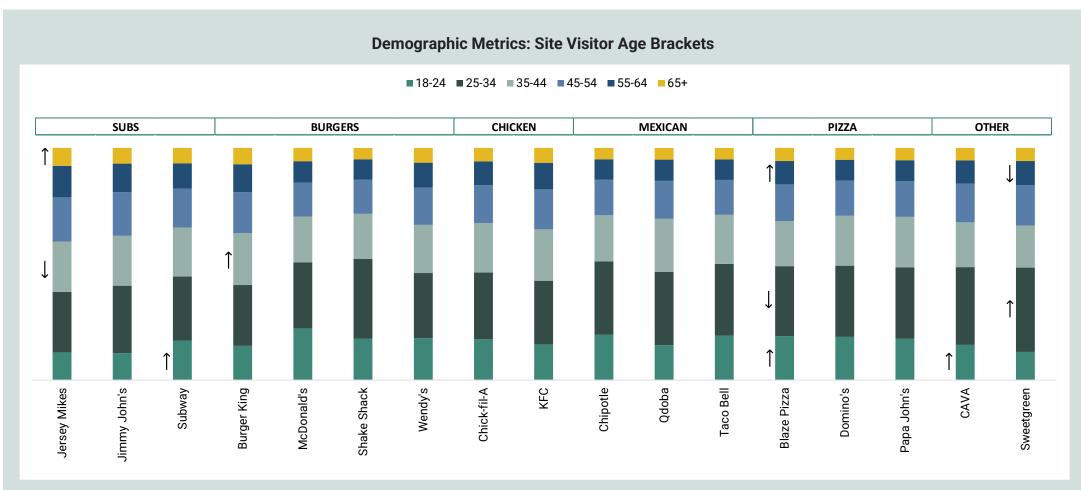
						All Traffic							
			A	Traffic	Site Speed (Seconds)		Traffic lions)	Engagement					
			US Rank	% change from last Q	Mobile	Monthly Visits	Monthly UVs	Visits / UV	Pages per Visit	Bounce	Time on Site		
	100	Jersey Mikes	2,093	-1.4%	2.2	4.3	3.1	Average	Average	Average	Average		
Subs		Jimmy John's	2,310	11.3%	4.5	3.6	2.4	Leading	Leading	Leading	Leading		
	S	Subway	622	-24.1%	4.8	13.0	8.0	Leading	Leading	Average	Leading		
	CONTRACTOR OF	Burger King	1,552	4.2%	5.2	6.0	4.1	Average	Average	Lagging	Lagging		
Burgers	M	McDonald's	1,111	7.1%	1.8	21.6	15.2	Average	Lagging	Lagging	Lagging		
Burg		Shake Shack	5,737	-25.4%	2.9	1.7	1.2	Lagging	Lagging	Leading	Average		
	٢	Wendy's	1,226	3.5%	2.9	7.4	5.5	Lagging	Leading	Leading	Average		
снх	6	Chick-fil-A	762	-12.5%	3.1	11.8	8.8	Lagging	Average	Average	Lagging		
с С		KFC	1,827	-1.5%	8.9	5.4	4.0	Lagging	Average	Average	Average		
Ľ	Ô	Chipotle	1,098	12.7%	7.4	8.8	5.6	Leading	Lagging	Leading	Average		
Mexican		Qdoba	6,073	-26.7%	2.5	1.1	0.8	Average	Average	Average	Average		
ž		Taco Bell	823	-0.6%	2.6	10.5	7.4	Average	Average	Average	Average		
	5	Blaze Pizza	13,997	8.7%	4.2	0.6	0.4	Lagging	Lagging	Lagging	Lagging		
Pizza	1	Domino's	201	13.6%	5. 1	36.3	18.9	Leading	Leading	Leading	Leading		
		Papa John's	615	10.8%	7.1	12.5	7.5	Leading	Leading	Leading	Leading		
ler	۲	CAVA	7,477	4.7%	1.4	1.3	0.9	Average	Lagging	Leading	Average		
Other	sg	Sweetgreen	9,420	16.2%	2.3	0.8	0.5	Leading	Leading	Lagging	Lagging		



Sources: Site Speed: Largest Contentful Paint (LCP) from Google Site Speed (2/13/24); Traffic and Engagement Data: 3-month (Nov 2023 – Jan 2024) estimated website traffic data provided by Similarweb (2/13/24); Global site ranking data: Similarweb and Ankura database.

Source: Ankura Datasets and Analysis; Similarweb data from the 3-month period of Nov 2023 – Jan 2024 (Data extracted 2/13/24)

Digital Engagement: Demographics



Source: Ankura database and analysis; SimilarWeb (2/19/24)

Ankura's Restaurant Practice





Ankura's Restaurant Practice

Performance Improvement



Keith Jelinek Senior Managing Director | New York



Rick Maicki Senior Managing Director | Florida



Michael Casey Managing Director | Kansas



Frank Jones Managing Director | Virginia



Chris Ventry Managing Director | New York



Laura Wheeler Managing Director | New York

Ankura Office of the CFO®



Lauren Herder Senior Managing Director | Georgia



JoLynn Brown Managing Director | Illinois



Jordyn Peck Managing Director | Connecticut



Jason Kaspar Senior Director | Georgia







Ryan Patrick Director | Texas

Labor Strategy



John Frehse Senior Managing Director | New York





Sean Ennis Senior Associate | Illinois

Global Strategic Advisory



Chris Caulfield Managing Director | Washington DC



Case Study: Corporate Cash Accounting

A privately held multi-brand restaurant company faced a variety of challenges within its Corporate Cash Accounting team due to inconsistent and undocumented processes, uneven work distribution, and a lack of project management capabilities and oversight. As a result, the team was siloed and heavily dependent on institutional knowledge of a few team members, leaving the company at significant departure risk. The Vice President of Accounting Shared Services sought out advisory services to document current-state processes, review period-end reconciliations, and design brand-agnostic future state processes.

Engagement Execution

- Facilitated multiple working sessions with the Cash Accounting team to review and understand current state processes:
 - Identified significant pain points and discussed solutions to mitigate risks
 - Documented all tasks, activities, systems, and dependencies along with owners of each
- Developed and performed a time-study in order to prioritize key issues and inform future staffing decisions
- Worked with Corporate Cash, Corporate Accounting, Treasury, and IT teams to develop work-transition and improvement plans
- Developed brand-agnostic onboarding playbooks and desktop level procedures to mitigate the risk of turnover and streamline integrations
- Identified potential future-state cash systems and involved Ankura SMEs to lead discussions

Results

- Completed the redesign of Cash Accounting processes and built workplans for prioritized pain point remediations
- Transitioned all non-Cash Accounting processes to appropriate teams, saving ~150 hours per month and eliminating the need to hire additional headcount
- Restructured team responsibilities to align with future state goals of streamlining brand onboarding and technology implementations
- Developed desktop level procedures for the reconciliation of all remaining cash accounts to facilitate onboarding and mitigate the risk of team turnover



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