



**Dave Pickens**  
**President**

Dave Pickens was named President of Red Lobster in June 2011, more than 38 years after beginning his career with Red Lobster as an hourly employee. Dave, who is also a member of Darden Restaurants' Operating Team and Executive Team, leads a company with 700 restaurants, 60,000 employees and \$2.5 billion in annual sales.



Dave's passion and hard work have built a strong career with Darden since he began as a Red Lobster crew member in April 1973. He progressed from Manager Trainee to General Manager, Regional Operations Manager, Director of Operations, and ultimately to a division Senior Vice President for Red Lobster, before joining Olive Garden in 1995 as Senior Vice President of Operations for the Orlando division. He was promoted to Olive Garden's Executive Vice President of Operations in September 1999 and then to President in 2004, a position he held until rejoining Red Lobster in 2011.

During his tenure with Olive Garden, Dave improved strategic focus, elevated leadership team effectiveness and enhanced the company's culture to deliver industry leading growth and profitability. His commitment to delivering a competitively superior dining experience to Olive Garden guests led to best-ever guest satisfaction results and industry-leading returns. His leadership played a key role in Olive Garden's ability to accelerate new restaurant growth while maintaining same restaurant excellence.

In 2008, Dave was named Operator of the Year by *Nation's Restaurant News*. He was selected for the honor from among the six chain executives who were chosen by NRN editors as recipients of the Golden Chain Awards which recognize the career achievements of multi-unit foodservice executives.

Dave is known for his collaborative work style, his strong commitment to diversity and his ability to develop people, as many employees who have worked with him have gone on to assume broader roles at Darden.

Darden is the world's largest full-service restaurant operating company with annual sales of \$7.5 billion. The company owns and operates 1,900 Red Lobster, Olive Garden, LongHorn Steakhouse, The Capital Grille, Bahama Breeze and Seasons 52 restaurants in North America, employs approximately 180,000 people and serves more than 400 million meals annually. In 2011, Darden became the first full-service restaurant company ever to be named to the FORTUNE "100 Best Companies to Work For" list.