

---

# JACKSON FREE PRESS

---

## Randy Hayes



By [Dustin Cardon](#)

Jackson resident Randy Hayes is celebrating his 20th anniversary as a business owner, and his 30th year in the restaurant industry. Hayes, 47, is a partner at a Rally's Hamburgers in the Jackson area and a Checkers in Laurel.

Hayes grew up in Hattiesburg and attended Hattiesburg High School. He went straight to work at a Wendy's after his graduation in 1984. Within three months, he was promoted to assistant manager and, by age 19, moved up the ladder to become a general manager. He moved on to work with Rally's as a general manager before

being promoted to district supervisor in 1992, and two years later he received the opportunity to attain ownership.

A large part of Hayes' success in business is a lifetime of leadership experience. From serving as captain of the football, basketball and track teams throughout high school, back to his time in Boy Scouts or working with church groups, Hayes was always involved in the community. His father, who owned a hairdressing shop called Hayes Hairstyling and managed an electric crew called Hayes Electric, was also a big influence, always encouraging Hayes to develop leadership skills.

"I stayed in the restaurant business and started moving up because I had the opportunity and a passion for the business," Hayes said. "Once I got into food service and started interacting with people, teaching people about being a leader and teaching kids to be managers, I loved it. Some kids never thought they would have the opportunity, but I knew I had gotten it, and I wanted to help others get it as well.

"Motivating is one of the most important parts of my job. I know teaching other people to run a business is important, as well as providing moral support. I focus on people's development because all other things are operational. Everything is about people and bringing out the best in them. I tell people I work with, 'I may teach you management and the basics, but hopefully, even if you don't stay (at Rally's), you can go somewhere else and make your own way.'"

In addition to the differences Hayes has made at the two restaurants he is a partner in, he also helped five struggling Checkers and Rally's locations in the Jackson area attain and maintain profitability with low turnover in employment for a quick-service restaurant.

"Randy is an outstanding operating partner and a well respected member of the Checkers and Rally's franchise family," Jennifer Durham, vice president of franchise development for Checkers and Rally's, wrote in an email. "While there is plenty of room for additional growth, it's nice to have hard working franchisees see success for themselves, but it's also nice to watch as the next generation of franchisees emerges from these entrepreneurial families. ... We are a place of opportunity, where

franchisees who work hard can be successful and can grow, creating opportunities for themselves, their families and their teams."

Hayes and his wife, Patricia, have six children: Ravilia, Tonetta, Justin, Mercedes, Rameria and Jo'shae.