

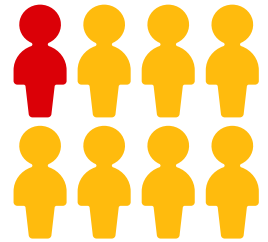
Experiences, opportunities, and skills that last a lifetime:



That's the 1-in-8 difference.

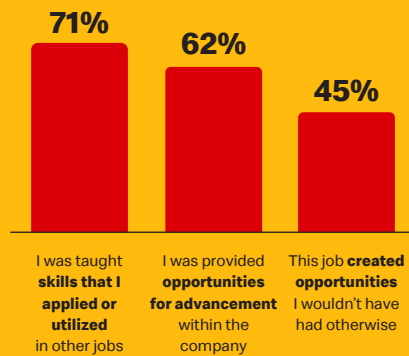
Did You Know 1-in-8 Americans Have Worked at a McDonald's?

From musicians to astronauts to entrepreneurs and even McDonald's franchise owners or our very own McDonald's corporate leadership, 1-in-8 Americans have something in common. Connected by the unique skills and opportunities McDonald's provides, the 1-in-8 community includes all current and former restaurant Crew at McDonald's-brand restaurants.¹ From increased financial stability to career advancement, we found that **being a part of the 1-in-8 helps set Crew members up for success wherever life takes them.**



¹References to "McDonald's" include McDonald's corporately owned restaurants and restaurants independently owned and operated by franchisees. Most McDonald's restaurants are operated by independent franchisees who are independent employers that set their own employment policies and practices for the people working in their restaurants. Franchisees are the exclusive employer of their employees and are solely responsible for all employment-related matters in their restaurants.

A job at McDonald's helps position the 1-in-8 for success across their careers, at McDonald's and beyond.



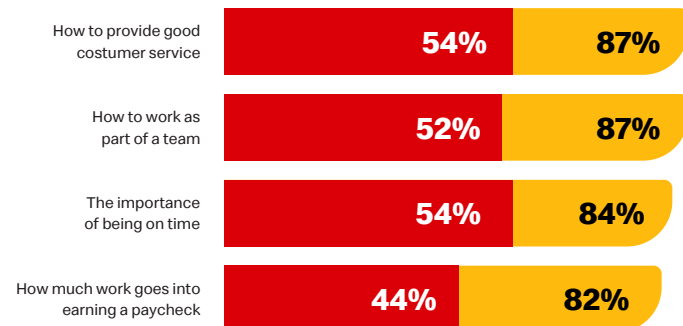
From 1-in-8:
"My job at McDonald's taught me many valuable skills that I've transferred into my career."

From 1-in-8:
"I learned how to work as a team and how to be timely when working to reach a goal."

A job at McDonald's teaches invaluable skills that are important in future career opportunities.

Very well Somewhat well

At McDonald's, I learned...



From 1-in-8:

"It's a great job especially if it's your first job, you can learn so much and take it to another job if that's what you choose or you can grow with the company."

Members of the 1-in-8 whose first jobs were at McDonald's had strong education and career outcomes.

Have an **undergraduate college degree** **+10 percentage points** compared to individuals with other QSR first jobs

Employed **full-time** **+7 percentage points** compared to individuals with other QSR first jobs

Working in a **management or executive-level role** **+9 percentage points** compared to individuals with other QSR first jobs