



As the new CEO, I'm taking action to make McDonald's a modern, progressive burger company on many fronts, focusing primarily on our food, restaurants and people. Today we're announcing a first step in rewarding the team members who work so hard for our brand every day.

This first step will impact the more than 90,000 employees at our 1,500 company-owned U.S. restaurants who have told us that they want a benefits package that will make a difference in their lives – in addition to their paychecks. With that in mind, on July 1, we're raising starting wages by one dollar over the locally mandated minimum wage – adjusting pay for existing restaurant employees. By the end of 2016, we project that the average hourly wage rate for McDonald's employees at company-owned restaurants will be in excess of \$10. And we're offering crew who've been with us for one year paid personal time off for any reason. If they choose not to take the paid leave they've earned, they will get a check for the value of that time. We understand that life balance is important, and believe that this will make a difference for our people.

Further, in partnership with our independent owner operators, we are offering new educational opportunities to eligible employees at all of our McDonald's restaurants across the U.S., whether company- or franchise-owned. Employees who want to advance their education will have an opportunity to improve their language skills, earn a high school diploma or receive college credit. This program reflects the values of the men and women who own McDonald's franchises – who are not only business owners and job creators, but also community leaders who understand the value of opportunity.

This package of enhancements for our employees is an initial step. I understand that some may believe it doesn't go far enough. These actions demonstrate meaningful progress, and this is what we can do right now, in our company-owned stores. And we remain committed to regularly reviewing the total employment experience we offer our people.

Expect to see more change from McDonald's as we create a modern, progressive burger company. We understand that when we improve in key areas like food, our restaurants and the employee experience, we can have a tremendous and positive impact – both within our industry and in communities across the country. Our energy is focused on making even more meaningful changes to benefit our customers and employees.

A handwritten signature in black ink, reading 'SE Easterbrook'.

Steve Easterbrook
President and CEO, McDonald's Corporation