



## Opportunity at McDonald's

- McDonald's work experience teaches skills and values that last a lifetime, including teamwork, customer service, leadership, effective communication and finance management.
- McDonald's CEO, Jim Skinner, U.S. Central, West, and East Division Presidents, and Dean of Hamburger University all started as restaurant crew. Ray Kroc's first grill man, Fred Turner, became CEO. Of McDonald's seven CEO's, four started as crew.
- McDonald's provides opportunity at every level of the company.
- 37% (1,169) of McDonald's U.S. franchise owners started in as restaurant staff.
- 70% (66,500) of McDonald's U.S. restaurant managers started as restaurant staff.
- 50% (2,050) of McDonald's U.S. corporate employees started as restaurant staff.
- Astronaut Dr. Leroy Chiao, Amazon.com founder and CEO Jeff Bezos, Olympic gold medalist Carl Lewis and many other well-known leaders started working in McDonald's restaurants.
- 75,000 McDonald's employees around the world graduated from Hamburger University's Oak Brook Campus since it was founded.
- 12 classes offered at Hamburger University are college accredited.
- Restaurant managers run multi-million dollar businesses – each McDonald's on average is a \$1.9 million per year business.
- About 20 percent of McDonald's corporate officers are minorities and 21 percent are women.
- Of McDonald's franchise owners in the U.S., 39 percent are minorities and women.
- Among McDonald's U.S. managers, 25 percent are minorities and 45 percent are women.
- Awards and Recognition for Employment Practices:

### **Best Places To Work**

McDonald's Brazil – Among 10 Best Companies to Work For by *Exame* Magazine (2000-2003)

McDonald's Australia – Among the Best Employers to Work For (2003) by Hewitt Associates

McDonald's Argentina – Among the 10 Best Places to Work (2003) by Great Place to Work Institute

McDonald's France – Among the 20 Best Places to Work (2003) by Great Place to Work Institute

McDonald's Denmark – Among the Top 10 Best Places to Work (2002) by the Oxford Group

McDonald's Mexico – Among the 20 Best Places to Work (2002) by Great Place to Work Institute

### **Best in Human Resources**

McDonald's Poland – Investor in Human Capital (2002) by Institute of Management & Institute of Labor and Social Affairs

McDonald's Thailand – Best Practices in Human Resource Management (2003) by Thailand Productivity Institute

McDonald's New Zealand – Human Resources Initiative of the Year (2004) by *initiative* Magazine

### **Best in Diversity**

McDonald's USA – Ranked #1 Best Company for Minorities (2003-2004) by *Fortune* Magazine

McDonald's USA – Among the Best Companies for Minorities (2003) by National Hispanic Corporate Council

McDonald's USA – Among the 50 Top Companies for Diversity (2002-2003) by DiversityInc.com

McDonald's UK – Among the Top 10 UK Private Sector Performers in Ethnic Minority Diversity (2003) by Race for Opportunity

McDonald's UK – Gold Standard Ranking for Realizing Women's Potential in the Workforce (2003) by Opportunity Now

One of the top 100 companies for working mothers -- *Working Mother* Magazine

McDonald's USA – Among the Top 50 Best Companies for Hispanic Women by *Latina Style* Magazine

McDonald's Australia – Employer of Choice for Women in Australia (2003) by Equal Opportunity for Women in Workplace Agency

McDonald's UK – Among the 10 Top Companies for Demonstrating Inclusion of Disabled Persons (2002) by employers' Forum on Disability

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