

Explore our Benefit Packages!

Your total Benefits Value is much greater than your actual hourly rate!



Crew starting rate \$10.50

- \$2,500 of tuition assistance through Archways to Opportunity
- Free meal while working
- Free Uniforms \$28.00 value
- Part Time Positions and Career Opportunities
- Good Grades Bonus up to \$100 per semester
- \$200 Refer-A-Friend Bonus for every new hire you refer
- Perkspot Discount Program for savings and exclusive perks available only to McDonald's employees
- McResource Line, a referral resource to help with work/life issues like housing, child care, & personal issues.
- Wage increases two times a year

The total **BENEFIT PACKAGE** for crew is equivalent to approximately **\$17.40 per hour!**

Maintenance Positions starting rate \$11.75 Primary, \$11.00 Secondary

- include all of crew benefits, plus
- Full Time Primary Maintenance position qualifies for one week of paid vacation per year.

The total **BENEFIT PACKAGE** for maintenance positions is equivalent to approximately **\$18.35 per hour!**

Certified Hourly Managers starting rate \$13.00 FT, \$12.00 PT

- include most of crew benefits, plus
- Paid vacation, Full Time hourly managers qualify for two (2) weeks and one (1) week for part time managers
- Up to \$3,000 of tuition assistance through Archways to Opportunity
- Free Uniforms \$160.00 value
- Part Time Positions and Career Opportunities
- Bi-Annual Management Annual Review/Raise Program

The total **BENEFIT PACKAGE** for management positions is equivalent to approximately **\$20.15 per hour!**

To **APPLY** visit
maskerfamilymcdonalds.com or scan
our **QR code** with your phone to go
directly to our hiring page!



Free to be more

McDonald's® works for me—
so I can work on my education

- ✓ Earn a high school diploma
- ✓ Take ESL classes
- ✓ Get tuition assistance
- ✓ Free guidance from advisors



English Under the Arches®

Speak up and move forward

If you are a non-native English speaker, you can be more confident conversing in English with customers and staff. Learn to improve your speaking, listening, reading and writing skills.



High School Diploma

Your future is golden

Earn your high school diploma by taking classes online. It's convenient and free — plus you can even share this benefit with family members.



College Degree

Smart move

Get up to \$2,500 a year in tuition assistance paid directly to any accredited four-year university, community college or trade school (\$3,000 for managers). You can be eligible after working just 90 days and averaging at least 15 hours a week. Financial support from McDonald's makes it easier to achieve your education goals.



Advising

Take a step in the right direction

Get free help with an education or career plan. Our advisors can help you and your immediate family members find your golden future.

You can do this

Find all the information you need, including eligibility details, at [ArchwaysToOpportunity.com](https://www.mcd.com/archways)

Questions? Contact us at Archways_to_Opportunity@us.mcd.com



© 2019 McDonald's. Most McDonald's restaurants are operated by independent franchisees who are independent employers, and set their own employment policies and practices, including pay and benefits for the people working in their restaurants. McDonald's does not control the independent franchisees' employment policies and practices and does not employ those working at franchised restaurants. The programs described here are available at McDonald's-owned restaurants and the restaurants of participating franchisees. McDonald's and its franchisees are equal opportunity employers committed to a diverse and inclusive workforce.

**COMMITTED TO BEING
AMERICA'S BEST FIRST JOB.®**

It's More Than Just a Job...

It's YOUR Resumé

Did you
KNOW?

McDonald's total management curriculum is equivalent to up to **1 1/2 years of college credit recommendations!**

[*] See where potential American Council on Education (A.C.E.) college credit recommendations apply.



See how your benefits can GROW with your career!

Beyond the Restaurant Benefits

What's next for you? Operations Consultant, Training Consultant, Operations Manager, and MORE!

- Company Car
- Potential For Cash Incentive (Bonus)
- [★] Up to 27 additional A.C.E. College Credit Recommendations

General Manager Benefits

"I lead the entire restaurant- develop team of department managers, develop business plans, and work with the community to build the brand and business."

- Business Leadership Training
- Potential For Cash Incentive (Bonus)
- [★] Up to 6 additional A.C.E. College Credit Recommendations
- 70% Employer Paid Medical and Dental
- 2 weeks minimal paid vacation



Department Managers 1, 2, and 3 Benefits

"I mastered work in 1, then 2, then all 3 departments-Kitchen, Guest Services, and People!"

- Department Specific Functional Training & Leadership Capstone
- [★] Up to 7 additional A.C.E. College Credit Recommendations
- Sam's Club Membership

Certified Shift Manager Benefits

"I plan for each shift, monitor performance, and ensure McDonald's standards/targets are met."

- Paid Vacation
- Educational Assistance
- Potential For Cash Incentive (Bonus)
- [★] Shift Management Training Up to 5 A.C.E. College Credit Recommendations

Crew Trainer Benefits

"I train crew, lead by example, and work in service and production."

- Crew Trainer Development Program
- Certified Crew Trainers receive a higher rate of pay and bonus

Crew Benefits

"I'm the face of McDonald's. I work in Service, Grill, and Lobby to deliver friendly, accurate, fast service."

- Flexible Scheduling
- McDperks
- Discount Meals
- Uniforms Provided
- Good Grades Reward
- Archways to Opportunities
- PerkSpot Discount Program



75% of Restaurant Management and 60% of Owner/Operators started as crew!

Benefits listed pertain to an independently owned and operated McDonald's restaurant that is an independent employer with its own employment policies. The contents of this document are not promises of continued employment or an employment contract. This independently owned and operated McDonald's reserves the right to change any terms or conditions of employment without prior consultation or agreement, except for the at will nature of employment. This McDonald's is an Equal Opportunity Employer committed to a diverse and inclusive workforce.

Creative Services 13620 O/O
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Great employees deserve great rewards.

Whether it's cutting back on your monthly cell phone bill or finding great deals on apparel, groceries, electronics, and more, you'll love all of the perks available for you. Just our way of saying thanks for making our arches shine brighter.



2-Minute Registration



Completely Cost-Free



Great discounts in dozens of categories like...



HOME



SPORTS



TICKETS



TOYS



PHONES



AUTO



APPAREL



TRAVEL



AND MORE!

McDperks Appreciates You! Get started at:

mcdperks.com

USE STORE NUMBER:

Open to all McOpCo restaurant employees, participating US-based owners, staff, and crew.

Questions? Email us at: cs@perkspot.com

Real-Time Support For Real Living

MCRESOURCE LINE



FEATURES INCLUDE:

- Toll-free 24/7 telephonic access to a qualified work-life consultant.
- Custom research matching local resources and referrals to your request.
- Support for you, as well as those in your family and/or household.

Some Examples:

- Help finding afterschool childcare
- Help learning about your new neighborhood
- Help finding a plumber
- Help finding a nurse to care for your spouse after surgery

To help you make time for what matters most, you and your family have access to your employee support program. Available any time, any day by phone, the service offers live assistance from a professional consultant to provide support for any work, personal, or everyday issue that's important to you and your family

TOLL-FREE: 866-212-2228

