

Benefits

Your Total Rewards

McDonald's benefits and compensation program is designed to attract, retain, and engage talented people who will deliver strong performance, and help McDonald's achieve our business goals and objectives. The following information highlights McDonald's benefits and compensation for Staff employees located in the United States. Highlights of McDonald's Corporation benefits for U.S. Restaurant Management and Crew employees can be found on the [USA Careers site \(""\)](#).

3 Weeks' Vacation

Three weeks' vacation, plus a "splash" week every year ending in 5, holidays, paid sick and personal time, leaves of absence, and flexible work arrangements give you the flexibility to take the time you need to look after your life outside of work.

Summer Hours

We want you to enjoy your summer. In the summer months, McDonald's offices follow a compressed work week in order to end early on Fridays.

Sabbatical Programs

Eligible employees can take an eight-week paid sabbatical for every 10 years of full-time continuous service with the company.

Dress For Your Day

We want you to feel your most productive and creative self at work and we understand that in order to do that, being a little more comfortable with what you're wearing to the office is a must.

Recognition Programs

Recognition programs are an important way that McDonald's recognizes you for your contributions. The programs recognize either your specific accomplishments through team or individual awards, or your ongoing contributions through service awards.

Medical

At McDonald's, we know how important it is to have programs that support you and your family's health and that help protect you from financial hardship in the event of serious illness, injury, or death. That's why we offer a range of benefits and allow you to choose the programs that are right for you.

Dental

Dental health is an important part of your overall health. That's why McDonald's offers you a comprehensive dental plan with a focus on preventative care benefits.

Vision

Vision health is an important part of your overall health. That's why McDonald's offers a vision plan that helps cover the cost of eye exams and materials such as eye glasses or contact lenses.

Life Insurance

Though no one likes to think about serious illness, injury, or death, it's important to have financial coverage in case the unthinkable happens. McDonald's provides basic life, dependent life, accidental death, and dismemberment (AD&D), and business travel accident insurance at no cost to you. These insurance benefits help protect your family's financial security in case of your death or serious injury.

401k

McDonald's 401k lets you save on a tax-deferred basis for your future. For eligible employees, McDonald's adds a match on a portion of your savings. The 401k is your primary retirement savings vehicle at McDonald's. You are always 100% vested in your 401k account, which includes your contributions and the company matching contributions, as well as any amounts you roll over into the plan.

TIP

McDonald's Target Incentive Plan (TIP) is the variable, at-risk portion of your cash compensation package. The program is Rewards based upon the annual performance of both the Company and your individual goal achievement. TIP is not guaranteed and payouts will generally vary from year-to-year, with years of strong performance yielding higher awards, and years of lower performance resulting in lower awards, or in some circumstances, no awards.



LTI

McDonald’s Long Term Incentive Plan (LTI), is the at-risk, future element of pay that is based on your sustained performance and future potential, as well as McDonald’s talent needs. The returns on these incentives are tied to company performance and align your interests with those of our shareholders, which creates a focus on long-term business success.



Where a role is advertised as located outside the United States, the benefits and compensation offered will be in line with those offered to local employees in that country. The same design principles will apply but the actual benefits offered may differ from country to country based on competitive and other local practices.

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Community (<https://www.mcdonalds.com/us/en-us/community.html>)

- [Ronald McDonald House Charities](https://www.mcdonalds.com/us/en-us/community/giving-back-with-ronald-mcdonald-house.html) (<https://www.mcdonalds.com/us/en-us/community/giving-back-with-ronald-mcdonald-house.html>)
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