



## Important Information

**WHO IS YOUR EMPLOYER? THE MCDONALD'S RESTAURANT YOU WORK AT IS OWNED AND OPERATED BY AN INDEPENDENT MCDONALD'S FRANCHISEE (YOUR "OWNER/OPERATOR"). THE OWNER/OPERATOR C & R MANAGEMENT COMPANY IS YOUR EMPLOYER. MCDONALD'S CORPORATION IS NOT INVOLVED IN ANY WAY IN THE EMPLOYMENT MATTERS OF INDEPENDENTLY OWNED MCDONALD'S RESTAURANTS. INDIVIDUALS EMPLOYED BY INDEPENDENT OWNERS OF MCDONALD'S RESTAURANTS ARE NOT EMPLOYEES OF MCDONALD'S CORPORATION OR ITS SUBSIDIARIES.**

**EMPLOYMENT WITH C & R MANAGEMENT COMPANY IS AT-WILL. THAT MEANS THAT BOTH YOU AND THE COMPANY HAVE THE RIGHT TO END YOUR EMPLOYMENT, WITH OR WITHOUT ADVANCE NOTICE, FOR ANY OR NO REASON.**

**THE LANGUAGE USED IN THIS HANDBOOK, AND ANY STATEMENTS BY MANAGEMENT, ARE NOT INTENDED TO CONSTITUTE A CONTRACT OF EMPLOYMENT, EITHER EXPRESS OR IMPLIED, NOR ARE THEY A GUARANTEE OF EMPLOYMENT FOR A SPECIFIC DURATION.**

**THIS HANDBOOK IS NOT ALL-INCLUSIVE BUT IS INTENDED TO PROVIDE YOU WITH A SUMMARY OF SOME OF THE COMPANY'S POLICIES.**

**THIS EDITION OF THE HANDBOOK REPLACES ALL PREVIOUSLY ISSUED EDITIONS. THE NEED MAY ARISE TO CHANGE THE POLICIES IN THE HANDBOOK, EXCEPT FOR THE AT-WILL NATURE OF EMPLOYMENT. THE COMPANY RESERVES THE RIGHT TO INTERPRET ITS POLICIES OR TO CHANGE THEM WITHOUT PRIOR NOTICE.**

**NO REPRESENTATIVE OF C & R MANAGEMENT COMPANY, OTHER THAN THE OWNER/OPERATOR, HAS THE AUTHORITY TO ENTER INTO AN AGREEMENT OF EMPLOYMENT FOR ANY SPECIFIED PERIOD, AND ANY SUCH AGREEMENT MUST BE IN WRITING, SIGNED BY THE OWNER/OPERATOR.**