

Benefits for your Education



McScholars

Tuition Matching Program

Courtesy Corporation McDonald's is proud of its long-standing commitment to the education of our nation's youth. We are proud of the successes our employees achieve in balancing school and work, and we are pleased to support these efforts by providing the McScholars program.

The McScholars program is a unique educational opportunity developed to assist our valued employees with their educational goals. The program enables employees to save 50¢ for every hour that is worked. Monies are deposited into an interest bearing savings account in the employee's name. Courtesy Corporation matches that amount up to \$10,000 to help defray the cost of tuition and/or books. **It's like earning an extra 50¢ per hour - tax free!**



Eligibility Requirements

Any Courtesy Corporation employee, whether full or part-time, is eligible to participate at any time during his or her employment.

Eligible Educational Programs and Courses

University, Technical College, approved trade programs, or other affiliated programs will qualify. Any approved undergraduate or graduate course at an eligible educational institute, whether the course is job related or not, will be considered for employer contributed match.

Employer Payment of Employee's Educational Expenses

Payments are only available to active employees currently employed with Courtesy Corporation or those who will attend college within thirty days of termination.

McScholars is a non-taxable educational benefit. Payments received by an employee for tuition, fees, textbooks, supplies, etc., under the McScholars program may be excluded from an employee's gross income. This exclusion allows Courtesy Corporation to furnish matching contributions tax free to the employee.

Employee Termination

If employment terminates, all funds which the employee contributed, as well as interest earned, will be available for immediate withdrawal.