



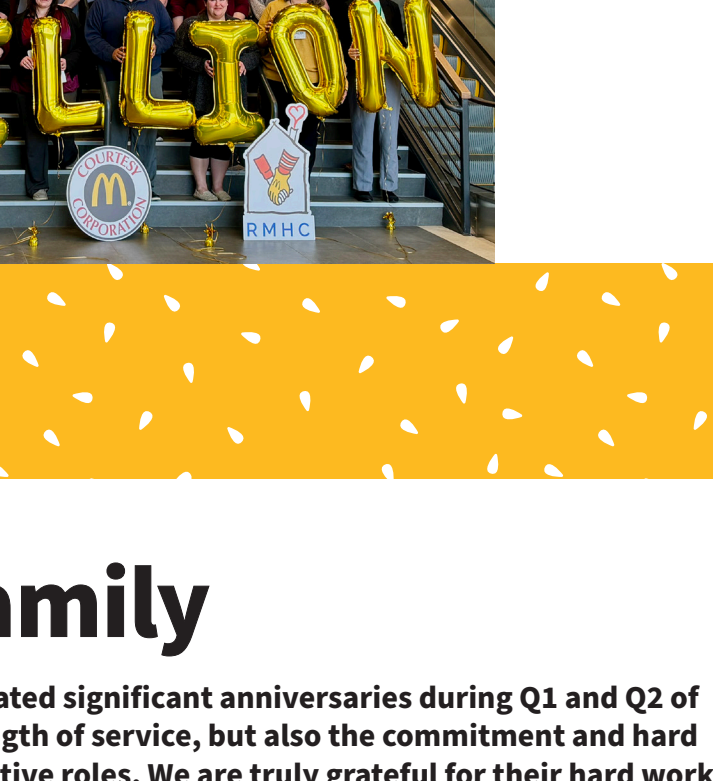
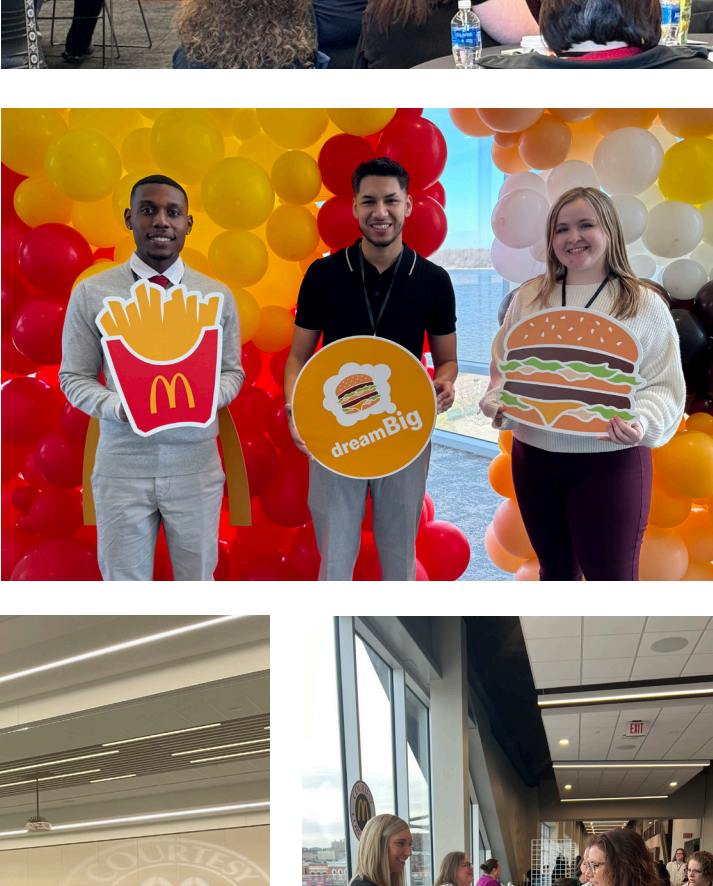
Courtesy Connections

Mid Year 2024

Operational Excellence

2024 POWER OF US Courtesy Summit!

The Summit is a significant company highlight for us to celebrate our achievements. The event in La Crosse, WI brought together 150 General Managers, 1st Assistants, Rising Stars, and Support staff to reflect on our past success and set the vision for the future. Kellie Allie, McDonald's US Field Learning Manager, shared insights on teamwork and achieving success through collaboration. Breakout sessions focused on leadership, handling challenges, identifying future leaders, managing food costs, and ensuring profitability. Colleagues shared their McDonald's journey throughout the day, making it an inspiring and growth-filled day!



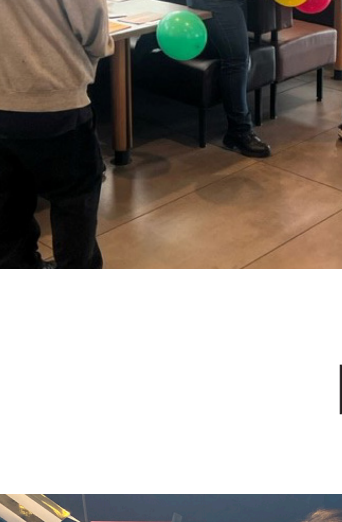
Courtesy Corporation is proud to have raised 4 Million for RMHC!
As a part of our company, we are driven by the mission of RMHC. At this year's summit, we were able to celebrate a big milestone in raising money for our charity of choice, the Ronald McDonald House.



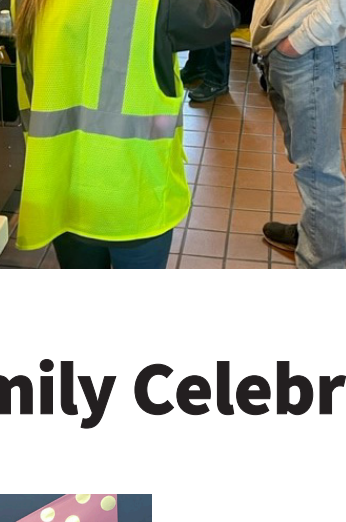
McFamily

Congratulations to the 30+ employees who celebrated significant anniversaries during Q1 and Q2 of 2024! These anniversaries signify not only the length of service, but also the commitment and hard work that each individual has put into their respective roles. We are truly grateful for their hard work and commitment, and we look forward to many more years of success together.

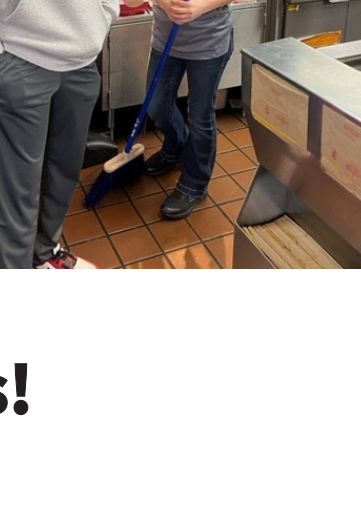
Several of our cherished staff members were celebrated in the store!



Judy Larrieu
Ellsworth, WI
15 Years



Theresa Rhea
Tomah, WI
25 Years



Eva Kline
Sparta, WI
10 Years

10 Years

Eva Kline - Sparta, GM, 1/7
Jennifer Zeinert - Merrill, 2nd Asst., 2/1
Anissa Kimm - Mosinee, Dayside, 2/1
Susan Simonis - Mosinee, Dayside, 2/1
Patrick Molitor - Mosinee, Crew, 2/1
Amie Rector - Dells 3, 2nd Asst., 2/5
Kristi Bauer - Durand, Dayside, 2/10
Amanda Potvin - Turtle Lake, Dayside, 2/12
Catrina Harrison - Viroqua, Dayside, 2/17
James Gerske - Losey, Dayside, 2/8
Nancy Perez Placencia - 19th St., Swing, 3/10
Anna Varwig - Chippewa, Swing, 3/20
Rosemary Chase - Hastings, Dayside, 3/4
Rufino Reyes - 14th St, Maintenance, 5/6

15 Years

Brady Fisher - 19th St, GM, 3/25
Cindy Lantz - Truax, Dayside, 3/27
Judy Larrieu - Ellsworth, Associate Mgr, 4/22
Todd Harris - Maintenance, 4/14

20 Years

Erik Ickler - Office, 2/4
Danny Shogren - Decorah, Overnight Janitor, 2/24
Nicole Breitenfeld - Spooner, 2nd Asst., 3/17
Sarah Hinrichs - Spooner, GM, 5/6

25 Years

Theresa Rhea - Tomah, 2nd Asst., 2/5
Shawn Senn - HR, 3/1

30 Years

Lynette Ebert - Tomah, Dayside, 3/29

40 Years

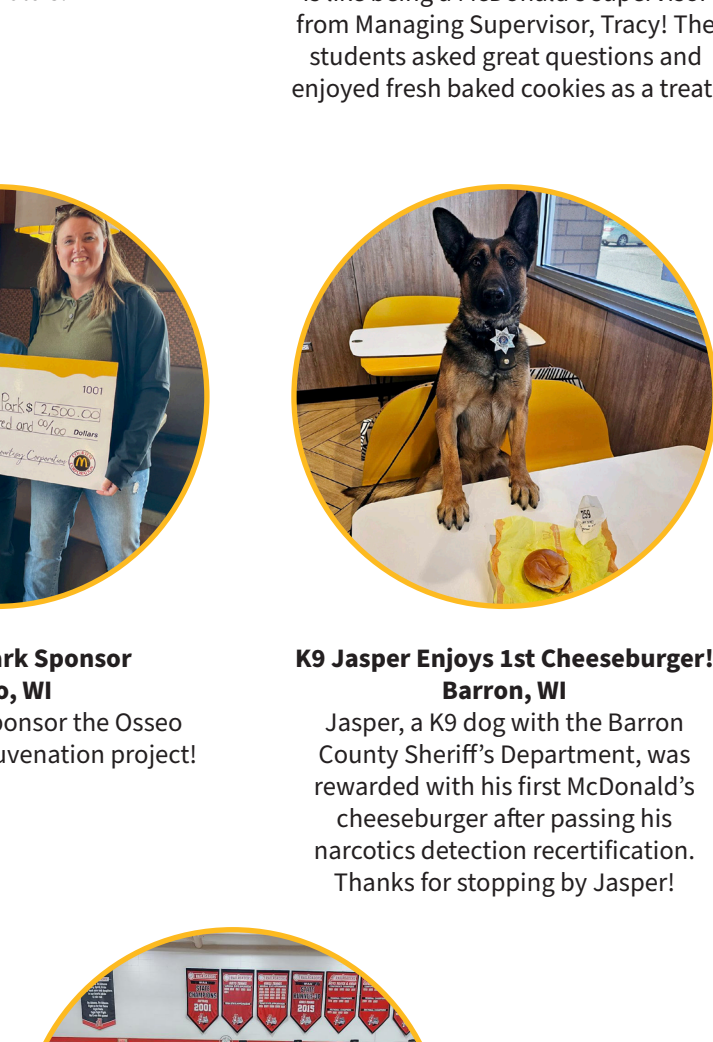
Mark Johnston - Supervisor, 4/12

McFamily & McFriends Nights

Crew and managers were given the opportunity to invite their friends and family to the restaurant and provide them with a tour, engage with colleagues and enjoy a meal on us!



McFamily Celebrations!



Best of Luck on your Retirement!

Patty was employed at the Onalaska, WI McDonald's for 11 years and retired in February. Her contributions will always be remembered and cherished!

Congrats Seniors

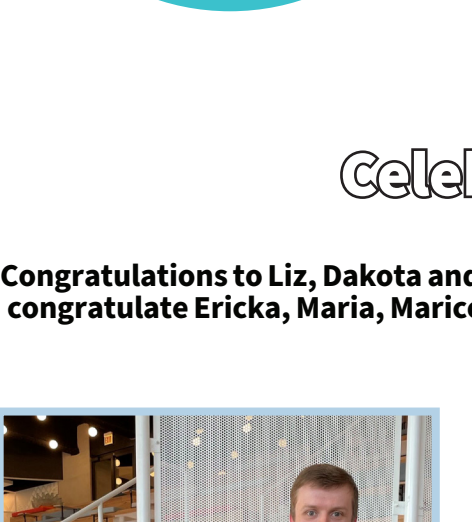
The Barron, WI and Winona, MN East McDonald's honored their graduating seniors with parties at the store. It was a fun and memorable way to highlight the hard work and achievements of the student employees!



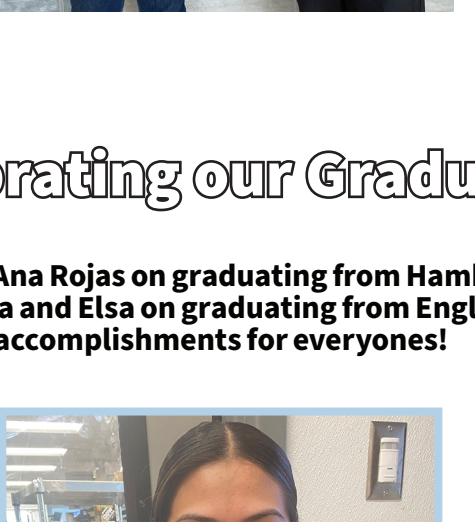
Ba Da Ba Ba-by Shower!

McFamily members from the Red Wing, MN store celebrated mother-to-be, Nanci, with a baby shower.

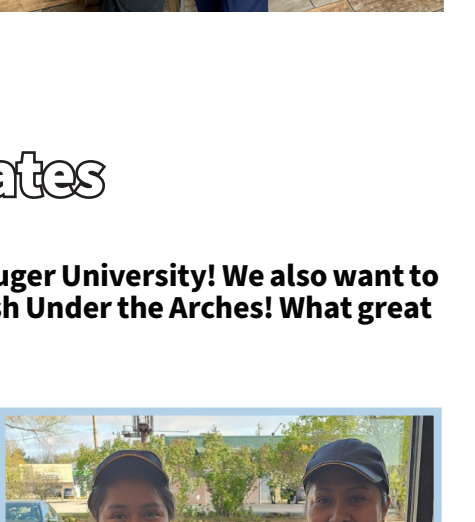
Community Events



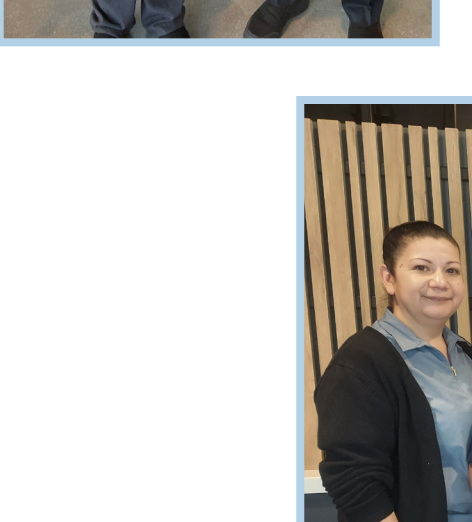
PEM Jr. High Field Trip
Wheelock Dr - Rochester, MN
There is no better place to celebrate the end of the year than at McDonald's! Plainview-Elgin-Millville Jr. High Special Education class celebrated the end of the school year with a field trip to McDonald's.



Augusta Middle School Lunch
Osseo, WI
Students who made the Honor Roll enjoyed a meal at the Osseo McDonald's!



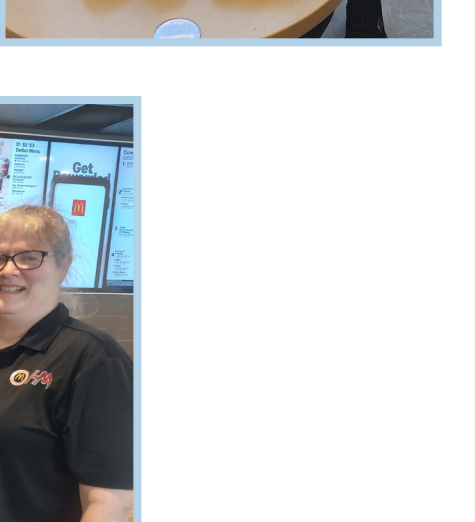
Gage Elementary School Presentation
Rochester, MN
Second-grade classes learned about the McDonald's business and what it is like being a McDonald's supervisor from Managing Supervisor, Tracy! The students asked great questions and enjoyed fresh baked cookies as a treat!



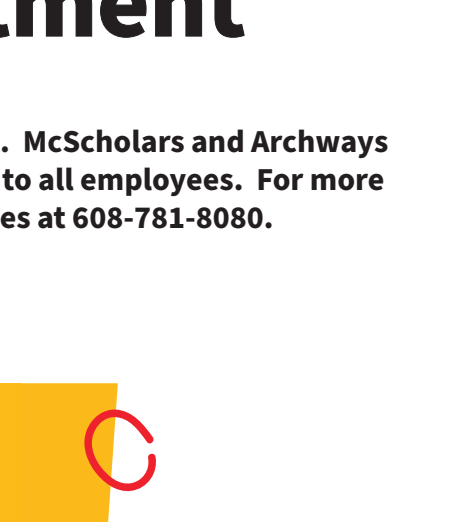
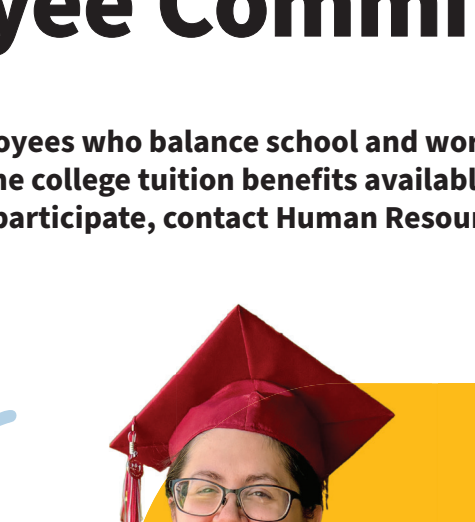
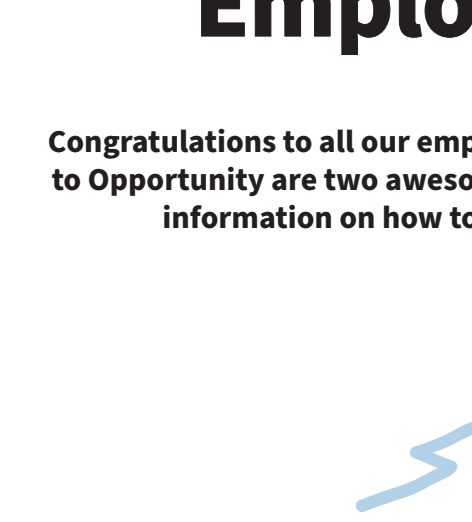
Northwoods Baseball League
Eau Claire, WI
Proud to support the Eau Claire Express, La Crosse Loggers and Rochester Honkers in the Northwoods Baseball League!



Stoddard Park Sponsor
Osseo, WI
We're proud to sponsor the Osseo Stoddard Park Rejuvenation Project!



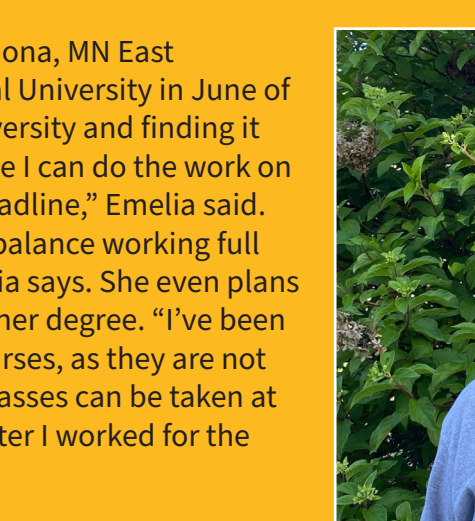
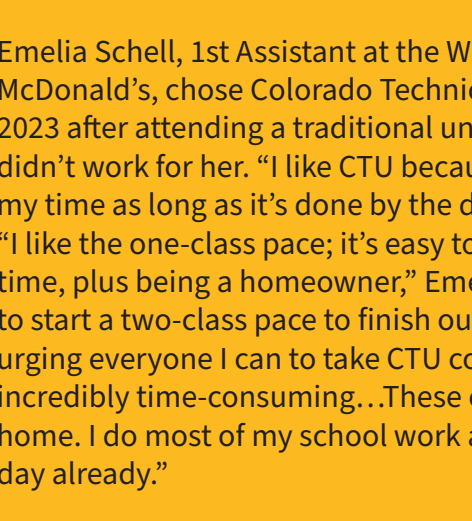
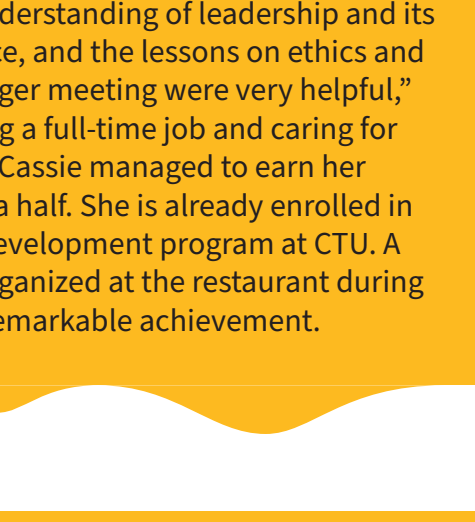
K9 Jasper Enjoys 1st Cheeseburger!
Barron, WI
Jasper, a K9 dog with the Barron County Sheriff's Department, was rewarded with his first McDonald's cheeseburger after passing his narcotics detection certification. Thanks for stopping by Jasper!



Career Fairs
Mosinee High School - Mosinee, WI
Altoona High School - Altoona, WI

People Development

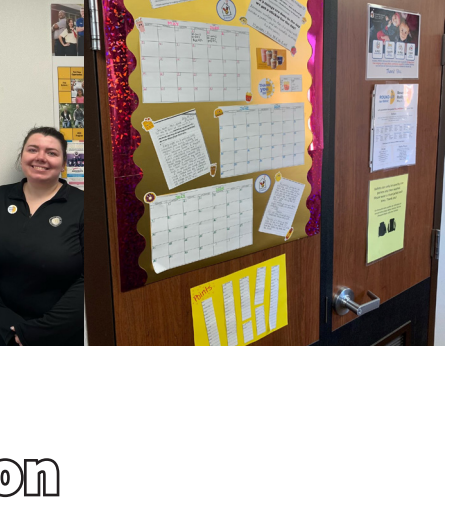
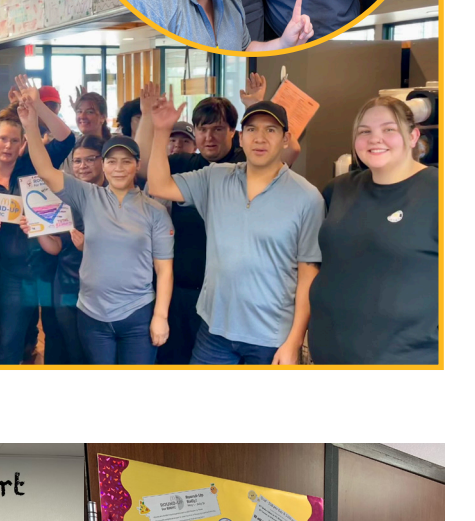
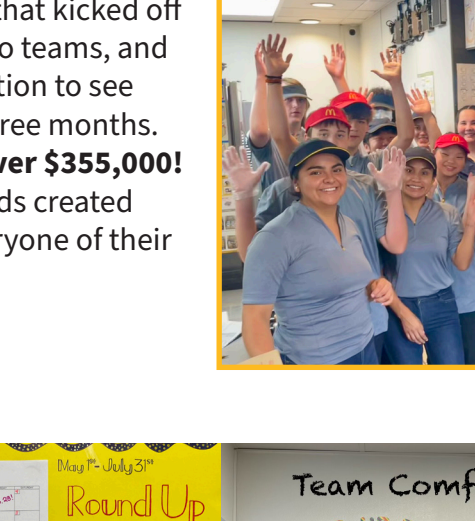
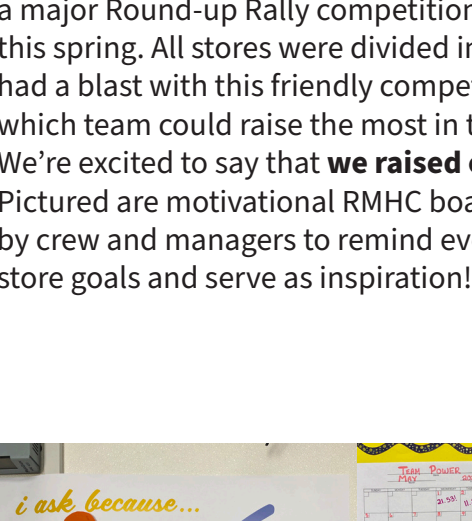
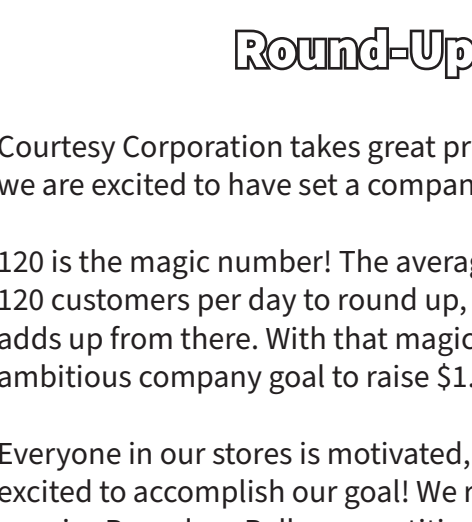
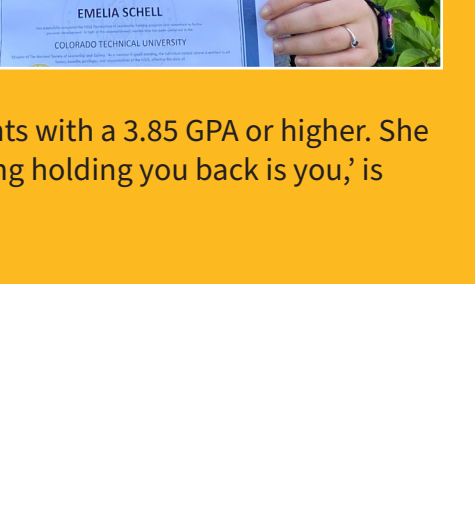
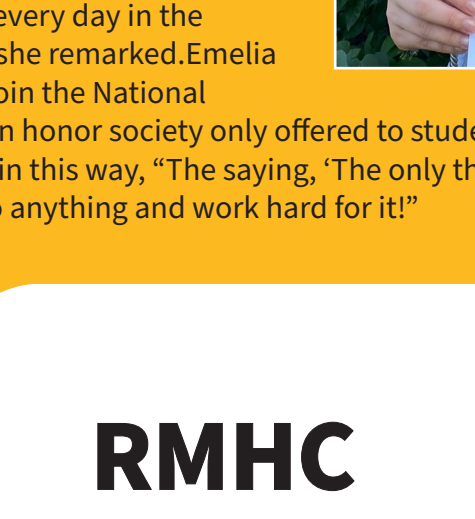
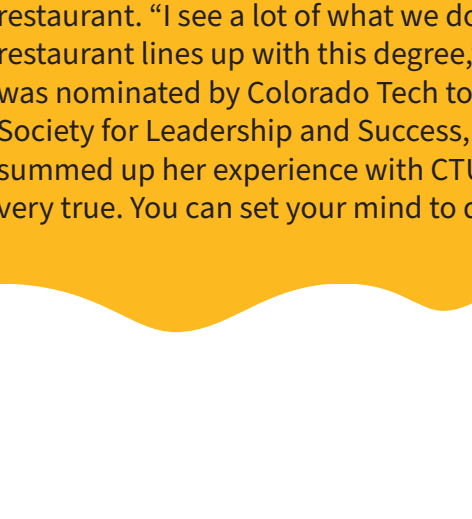
As Courtesy Corporation continues to develop and grow, there have been some exciting changes taking place throughout our company. Through May of 2024, 160 employees have been promoted to a new level of management! Kudos to managers and the Training Department for your leadership to help others rise and achieve their goals!



Training

Kade Passed his 2nd Assistant!

Alicia passed her Kitchen 1!

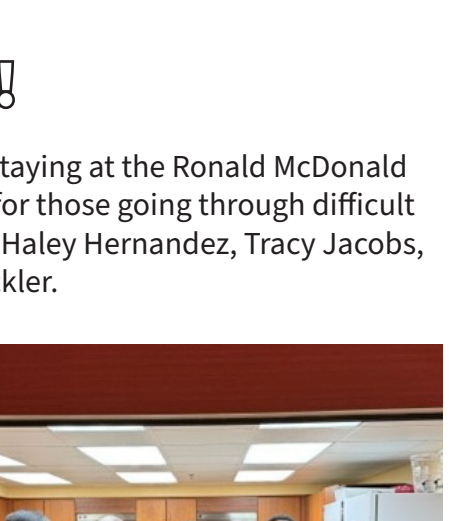
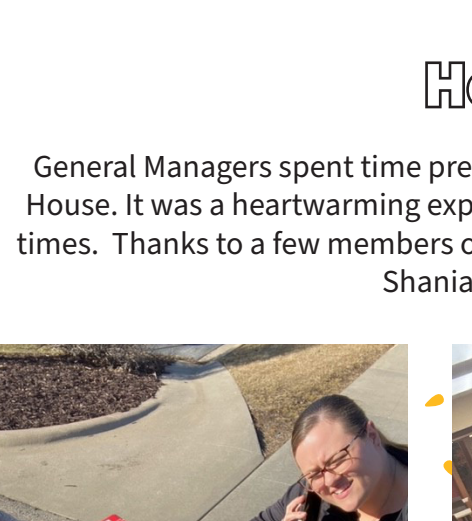
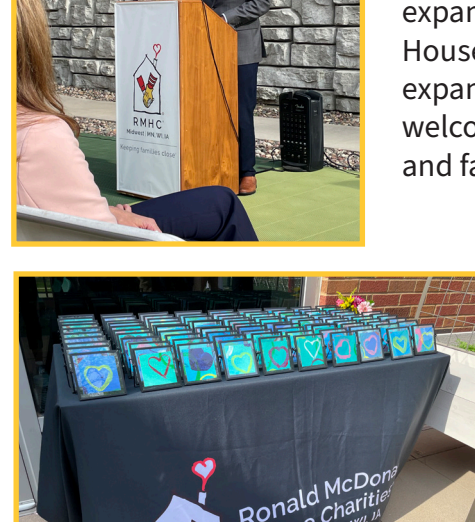


Promotions

Leader

Celebrating our Graduates

Congratulations to Liz, Dakota and Ana Rojas on graduating from Hamburger University! We also want to congratulate Ericka, Maria, Maricela and Elsa on graduating from English Under the Arches! What great accomplishments for everyone!



Employee Commitment

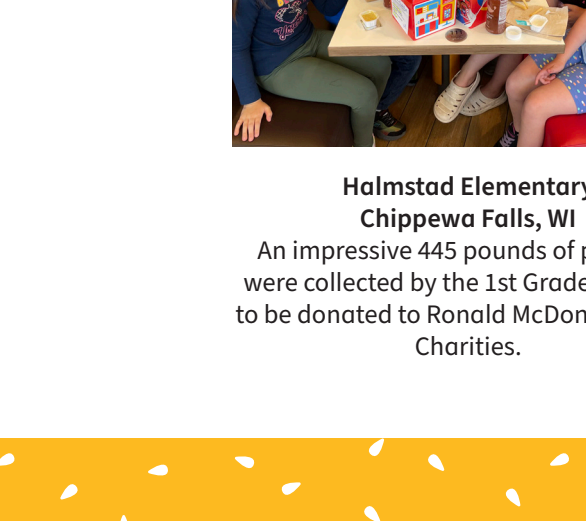
Congratulations to all our employees who balance school and work. McScholars and Archways to Opportunity are two awesome college tuition benefits available to all employees. For more information on how to participate, contact Human Resources at 608-781-8080.



McScholars
\$5,643

Archways
\$131,480

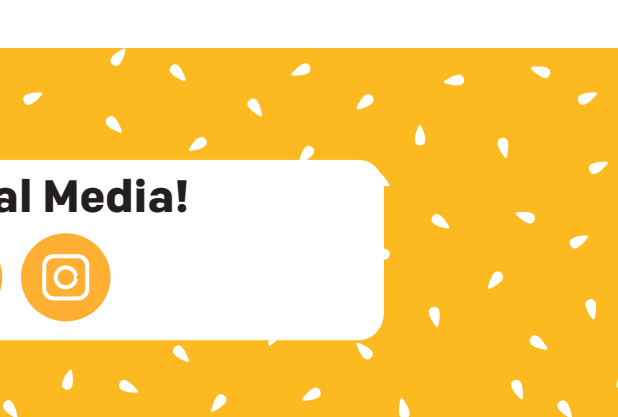
Our First CTU Graduate, Cassie!



Cassandra Reitz, the General Manager of the McDonald's in Durand, WI, successfully completed her Associate of Science in Business Administration degree at Colorado Technical University with full tuition coverage. She is the pioneer CTU graduate in Courtesy Corporation. Cassie expressed her satisfaction with the program, mentioning how enjoyable and convenient it was for working adults. "The interactive courses fostered valuable discussions with peers and enhanced my understanding of leadership and its application in the workplace, and the lessons on ethics and their integration into manager meeting were very helpful," said Cassie. Despite juggling a full-time job and caring for her family of four children, Cassie managed to earn her degree in a quick year and a half. She is already enrolled in the Bachelor of Business Development program at CTU. A surprise celebration was organized at the restaurant during the summer to honor her remarkable achievement.

Earning a Degree on My Time!

Emelia Schell, 1st Assistant at the Winona, MN East McDonald's, chose Colorado Technical University in June of 2023 after attending a traditional university and finding it didn't work for her. "I like CTU because I can do the work on my time as long as it's done by the deadline," Emelia said. "I like the one-class pace; it's easy to balance working full time, plus being a homeowner," Emelia says. She even plans to start a two-class pace to finish out her degree. "I've been urging everyone I can to take CTU courses, as they are not incredibly time-consuming...These classes can be taken at home. I do most of my school work after I worked for the day already."



Emelia is eight months away from earning a Bachelor's in Business Administration through the online program and has already been able to apply it to her role in the restaurant. "I see a lot of what we do every day in the restaurant lines up with this degree," she remarked. Emelia was nominated by Colorado Tech to join the National Society for Leadership and Success, an honor society only offered to students with a 3.85 GPA or higher. She summed up her experience with CTU in this way. "The saying, 'The only thing holding you back is you,' is very true. You can set your mind to do anything and work hard for it!"

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