



McDonald's Corporation
110 N. Carpenter Street
Chicago, IL 60607

04/27/2021

Aakash Rastogi

Dear Aakash,

On behalf of McDonald's Corporation ("McDonald's" or the "Company"), we are delighted to confirm McDonald's offer of employment to you, subject to the terms and conditions set forth in this letter.

- 1. Start Date:** Your start date will be 05/17/2021.
- 2. Title and Reporting Relationship:** You are being offered the position of Software Engineer II within Global Digital Engineering reporting to Madhu Kolavennu or their successor.
- 3. Base Salary:**
Your annualized base salary will be USD 90,000.00. Your salary will be payable in accordance with McDonald's standard payroll practice and subject to applicable withholding taxes.
- 4. Sign-On Bonus:**
You will receive a one-time gross sign-on bonus of USD 10,000.00 which will be disbursed to you as soon as possible after you begin employment with McDonald's but, in no event, later than 60 days following your start date. Please note that this sign-on bonus is subject to your active and continuous employment with McDonald's through the payment date.
- 5. Target Incentive Plan:**
In addition, you will be eligible for an annual incentive payment under McDonald's Target Incentive Plan ("TIP"), if any, payable in March of each year, based upon applicable performance results. If you are eligible for a TIP payment in your year of hire, it will be pro-rated based on your start date. Your TIP target for the Supervisor level is 14% of your base salary.
- 6. Benefits:**

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McDonald's offers a number of competitive benefits and perks to its employees including health and welfare benefits, a 401(k) plan, adoption assistance program, educational assistance program, flexible ways of working, and time off policies. Your participation in any benefit plans and your eligibility for the benefits and perks described above will be subject to the terms and conditions of the applicable plan or policy documents and generally applicable McDonald's policies. If there is any conflict between this letter and the McDonald's plan or policy documents, the plan or policy documents will prevail. McDonald's reserves the right to amend, modify, or terminate any benefit plan or program, in its sole discretion, with or without notice to you.

- 7. Withholding:**
All compensation payable to you will be subject to withholding and deductions for all required federal, state, and local taxes, amounts withheld under applicable benefit plans or programs, and any other amounts required to be withheld or deducted by law, court order, or otherwise.
- 8. Representations:**
You represent and affirm that you have no non-compete, confidentiality or other agreement that would restrict your employment with McDonald's. This offer is contingent upon there being no employment agreement, covenant not to compete, confidentiality agreement or other arrangement that would prohibit or restrict the performance of all of your duties for McDonald's. You also agree that in the course of your work for McDonald's you will not use or disclose any confidential information of a third party (including your current or prior employer).
- 9. Confidential Information:**
As a condition of your employment, which will require the provision to you of confidential business information, and in consideration of your pay and any signing bonus and/or equity you receive, you must sign McDonald's standard Confidential Information and Invention Assignment Agreement, a copy of which is attached hereto as Exhibit A.



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Employee Name	EIN	Person Number	National #/Dept
Aakash Rastogi	36-2361282	11962329	CORPORATE ANALYTICS SUPPORT - Dept # 0298 - 195500785561
Legal Employer	Legal Employer Address	Employee Address	
US McDonald's Corporation	110 N Carpenter St Chicago, IL 60607	1509 East Southern Avenue Tempe, AZ 85282	

NON-NEGOTIABLE

QUESTIONS? CALL 1-877-623-1955

Period Type	Period Start Date	Period End Date	Payment Date	Base Salary
Semimonthly	1-Dec-2022	15-Dec-2022	15-Dec-2022	93,150.00

Tax Withholding Information			
Type	Marital Status	Total Dependent Amount	Extra Withholding
FEDERAL_2020	Single or Married filing separately	0.00	0.00

Tax Withholding Information			
Type	Marital Status	Exemptions	Additional Amount
AZ		0	0.00

Summary			
Description	Current	Year to Date	
Gross Earnings	3,952.73	102,689.67	
Imputed Earnings	71.48	190.92	
Pretax Deductions	91.14	2,096.22	
Employee Tax Deductions	636.18	17,899.67	
Net Payment	3,153.93	82,502.86	

Earnings			
Description	Current	Year to Date	
Basic Life Imputed Income	5.48	124.92	
Miscellaneous Perk	66.00	66.00	
Salary Regular	3,881.25	88,743.75	
Target Incentive Plan	0.00	13,755.00	

Description	Start Date	End Date	Quantity	Type	Multiple	Amount
Salary Regular			82.500	Hours	1.00	3,881.25
Total Hours Paid			82.500	Hours		

Non-Payroll Payments			
Description	Current	Year to Date	

Pretax Deductions			
Description	Current	Year to Date	
Dental	3.71	85.33	
Medical	82.32	1,893.36	
Vision	5.11	117.53	

Tax Deductions			
Description	Current	Year to Date	
FIT Withheld	533.70	15,185.44	
SIT Withheld (AZ)	102.48	2,714.23	

Net Pay Distribution



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