

	<u>McDonald's "Mini Med" Plans</u> (available to McDonald's restaurant hourly employees)	<u>McDonald's "Corporation Health Plan"</u> (available to McDonald's corporate staff and certain McDonald's restaurant management)
Employee's 2011 annual premium	\$710 ("Basic" plan) \$1,332 ("Mid 5" plan) \$1,947 ("Mid 10" plan)	\$682-\$920 ("Health Account PPO") \$704-\$951 ("Deductible PPO") \$1,063-\$1,435 ("No Deductible PPO")
Employee's overall annual maximum health care benefit	\$2,000 (Basic plan) \$5,000 (Mid 5 plan) \$10,000 (Mid 10 plan)	Unlimited
Employee's annual limit for outpatient services (e.g., doctor's visits, tests, prescriptions)	\$2000 (Basic plan) \$1500 (Mid 5 plan) \$2000 (Mid 10 plan)	Unlimited
Employee's out-of-pocket maximum for covered medical expenses	Unlimited	\$4,000
Employee's out-of-pocket maximum for prescriptions	Unlimited	\$2,000
McDonald's annual contribution per covered employee	\$0 - \$120	\$6,894

Sources: Employee benefit materials provided by McDonald's; Annual Return/Report of Employee Benefit Plan, Form 5500 for the McDonald's Corp. Health Plan for the calendar plan year ending Nov. 30, 2008 (filed with U.S. Dep't of Labor, 2009).