

United States Senate

December 11, 2018

VIA ELECTRONIC DELIVERY

Mr. Steve Easterbrook
Chief Executive Officer
McDonald's Corporation
110 N. Carpenter St,
One McDonald's Plaza,
Chicago, IL 60607

Dear Mr. Easterbrook:

I am writing regarding multiple sexual harassment complaints made by employees who work at McDonald's Restaurants in Detroit, Chicago, Los Angeles and six other cities. These complaints are troubling and reflect an alarming trend about equality and safety in the workplace within the fast food industry. I expect leadership at the McDonald's Corporation to take these allegations seriously, thoroughly examine the broader culture and systematic workplace safety problems they reveal and take decisive action to protect employees from harassment.

In an effort to learn more about these incidents and overall employee culture cultivated by McDonald's, my staff was given the opportunity to discuss this issue with McDonald's representatives. In this meeting, my staff was encouraged to learn about the development of new practices at McDonald's to address and prevent sexual harassment and by the fact that you are seeking additional independent guidance on best practices from outside organizations.

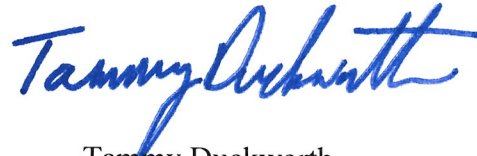
It is promising that McDonald's is looking to improve conditions for workers in corporate-owned stores, which represent 1,000 of the 14,000 stores in the United States. I also expect that you will work with your franchise owned stores to adopt policies and access resources to address sexual harassment for all McDonald's workers.

I plan to continue our dialogue on your effort and to learn more about your policies and actions aimed at protecting employees and establishing an equal and harassment-free workplace. To that end, I request an update on the progress made in addressing sexual harassment and personnel safety concerns in your stores.

Thank you in advance for your timely response to these questions and for your work to remedy these alarming complaints. I look forward to our continued discussions. If you have any questions about these inquiries, please contact Josie Villanueva at 202-222-2073 or Josie_Villanueva@duckworth.senate.gov.

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Sincerely,

A handwritten signature in blue ink that reads "Tammy Duckworth". The signature is fluid and cursive, with the first name "Tammy" being larger and more prominent than the last name "Duckworth".

Tammy Duckworth
United States Senator

CC:

Sam Tatevosyan, Director of Government Relations
Genna K. Gent, Vice President U.S. Government Relations