



THE CHARLIE BELL SCHOLARSHIP FOR FUTURE LEADERS 2019



Statement of Terms & Conditions

1. ACCEPTANCE OF THESE TERMS AND CONDITIONS

Information on how to apply for the Charlie Bell Scholarship for Future Leaders (**Scholarship**) forms part of these terms and conditions. Submission of an application for the Scholarship is deemed acceptance of these terms and conditions.

2. PURPOSE

The Scholarship is designed to encourage people to realise their academic and professional goals by awarding a measure of financial support.

The Charlie Bell School of Management is proud to partner with Global Talent Manager firm Development Dimensions International, Inc. (DDI). Shortlisted applicants will be presented with the opportunity to participate in a leadership program facilitated by DDI Consultants. The program is designed to build foundational leadership skills, raise awareness of personal styles that enable and derail leaders, and introduce a structure and some tools for providing effective feedback and conducting productive, relationship enhancing discussions.

3. DETAILS

Each year, awards may be granted under the Scholarship as follows:

1. an award, valued up to \$15,000 may only be granted to an employee of McDonald's Australia Limited or employed at a McDonald's restaurant by a McDonald's franchisee;
2. awards, valued up to \$30,000, may be granted by the Selection Committee to individuals who have met eligibility criteria.

The Scholarship is awarded in respect of one academic year only, being 2019.

All short-listed applicants will be required to attend a 'Restaurant Experience' in Sydney at a designated McDonald's Restaurant, followed by a dinner on the 11th December 2018 attended by the Selection Committee and members of the McDonald's Australia Leadership Team.

All short-listed applicants will be required to attend an interview conducted by the Selection Committee on the morning of 12th December 2018 at the McDonald's head office in Sydney.

All short-listed applicants will be offered the opportunity to participate in the DDI Leadership Program (conducted at McDonald's head office in Sydney). This will include

spending the afternoon on the 12th December 2018 working with DDI consultants.

McDonald's Australia will provide return economy flights and overnight accommodation to short-listed applicants who live interstate to attend the Restaurant Experience, DDI Learning Program, dinner and interview over the 2 day selection process.

All short-listed applicants will be notified of the outcome of their application within a week of their interview.

4. SUBMISSION OF APPLICATIONS

Applications should be submitted via email to: scholarships@au.mcd.com no later than Friday 19th October 2018 (close of business). Applications received after the deadline date (close of business) will not be considered.

Please do not contact McDonald's with regards to your scholarship application once lodged. All successful and unsuccessful applicants will be contacted in due course.

Only one Application may be submitted per person.

5. SELECTION CRITERIA

A committee, comprised of nominated representatives of McDonald's, the Bell family and appropriate industry and business representatives (**Selection Committee**), will judge Scholarship applications on the basis of relative merit with reference to the following criteria:

- academic and career achievements, goals and ambitions;
- personal achievements, goals and ambitions;
- community activities and other contributions to society;
- how the applicant expects the Scholarship to impact their studies and facilitate career aspirations;
- an outline of the intended area of study;
- recommendations and references;
- an interview (if short-listed);
- quality of interview performance (if short listed).

The Selection Committee may in its absolute discretion decide not to grant some or all of the Awards, if it considers that there are no applicants or not enough applicants (as the case may be) who sufficiently fulfil the selection criteria. The decision of the Selection Committee is final and no correspondence will be entered into.

Awards will be granted following any applicant verification that McDonald's requires in its discretion.

6. REQUIREMENTS

Each successful scholarship applicant (**Recipient**) must:

- not defer their studies;
- diligently and to the best of their ability, apply themselves to their studies;
- comply with all University rules, regulations, by-laws, resolutions and other requirements;
- seek the written approval of McDonald's in the event that, during 2019, the Recipient wishes to defer, transfer, withdraw or discontinue the approved program or wishes to be absent from any reason for a period of 14 days or more from the place of study - such written approval is at all times at McDonald's absolute discretion;
- act as ambassadors of McDonald's and participate in media interviews as required;
- refrain from conducting themselves in such manner that McDonald's in its discretion, considers prejudicial to the reputation of McDonald's;
- engage with McDonald's representatives from time to time as deemed mutually suitable, to report on Scholarship related activities;
- speak at McDonald's functions, if so requested by McDonald's;

7. ALL AWARDS

Payment of each Award will be made by McDonald's in two equal instalments. The payment of each instalment will coincide with the bi-annual semesters of Australian Universities for 2019. The payment dates will be determined by McDonald's at McDonald's discretion and will be communicated to each Recipient in a timely manner.

Payment of the first instalment is, at all times, conditional upon the Recipient providing McDonald's with:

- written confirmation from the relevant university of the Recipient's enrolment;
- written certification of that Recipient's intention and availability to commence or continue university (as the case may be) in Semester 1, 2019; and
- evidence of Australian citizenship or permanent residency.

Payment of the second instalment is, at all times, conditional upon the Recipient providing McDonald's with:

- a certified copy of his or her academic transcript for the immediately preceding semester, evidencing that the Recipient has met all course requirements for continued enrolment and has satisfactorily passed all Semester 1 subjects;
- written certification of that Recipient's intention and availability to continue university in Semester 2, 2019;
- continued compliance with the expectations set out under clause 7 above; and

- in the case of the Recipient being an employee of McDonald's Australia Limited or a McDonald's Franchisee, the Recipient's employment has not been terminated for cause by McDonald's or one of its franchisees.

8. BREACH OF TERMS AND CONDITIONS

In the event that a Recipient fails to comply with any of the requirements set out in clauses 7 and 8, McDonald's may in its absolute discretion require the Recipient to repay, in part or in total, monies paid to the Recipient by McDonald's in connection with the award of the Scholarship.

9. PROMOTION

McDonald's reserves the right to reproduce in any newspaper, magazine, film, website or other medium, personal details, information and images relating to the Award under the Scholarship to the Recipient.

10. VARIATION TO THESE TERMS AND CONDITIONS

McDonald's reserves the right to vary these terms and conditions at any time without notice.