

## Access to Experts



**Rich Floersch**

Executive Vice President and Chief Human Resources Officer  
McDonald's

Rich Floersch, McDonald's Executive Vice President and Chief Human Resources Officer, is responsible for overseeing McDonald's human resources function for its 400,000 company employees in 118 countries. As a member of the Senior Management team, he is responsible for the company's talent management, leadership development, rewards, and employment branding programs.

Floersch joined McDonald's from Kraft Foods International in 2003, where he had served as Senior Vice President of Human Resources since 1998.

In this role, Floersch was responsible for all HR aspects of this Fortune 100 organization, which employs 50,000 personnel in 66 countries.

Prior to this post, he was Vice President of Corporate Compensation at Philip Morris. Before the Philip Morris assignment, Floersch was based in the Chicago area, working for Kraft Foods North America as Vice President of Compensation.

Floersch is a member of the Board of Directors for the HR Policy Association, a public policy advocacy organization representing the chief human resource officers from more than 270 leading employers across the U.S. and sits on the Personnel Roundtable.

In 2008, he became the fifth recipient of the Hunt-Scanlon Advisors' HR Leadership Award and was also named by Human Resource Executive to its Honor Roll.

In 2009, Floersch was inducted into the National Academy of Human Resources (NAHR).

Floersch earned his bachelor's and master's degrees in Business Administration from the State of University of New York at Buffalo.

Rich and his wife, Meg, live in the Chicago area, with their four children.

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