



## YOUR PERSONALIZED TOTAL COMPENSATION STATEMENT



[2008]



## Dear Dunkin' Brands Employee:

**As a valued employee of Dunkin' Brands, we are pleased to present the following Personalized Statement that outlines your Total Compensation.** Our commitment to you goes well beyond a paycheck. Our employees are our company's most valuable assets and your health, well-being and future are important to us.

As an employer, we recognize that compensation and benefits are vital to our ability to keep and attract employees who foster excellence in the workplace. We are proud of the highly competitive and comprehensive benefits we offer. We have carefully selected a wide range of benefits that provide the resources and tools you need to protect and care for yourself and your family, plan for the future and enhance your quality of life.

The purpose of this Personalized Statement is to increase your awareness of the total value of your compensation (both salary and benefits). In addition to valuing your compensation, this Personalized Statement serves as a useful outline of your benefits as a Dunkin' Brands employee. We encourage you to read it thoroughly and share it with your family.

## Tools for Managing Your Finances

We are committed to the belief that every important goal in life needs a good road map. Your Personalized Statement includes a valuable illustration of your retirement saving progress. Use it as an essential part of your plan to secure your future financial well-being, along with the financial education workshops available at no cost to you. We urge you to take advantage of these unique workshops designed to give you the necessary tools to develop and reach your personal financial goals.

## Dunkin' Advantage Benefits

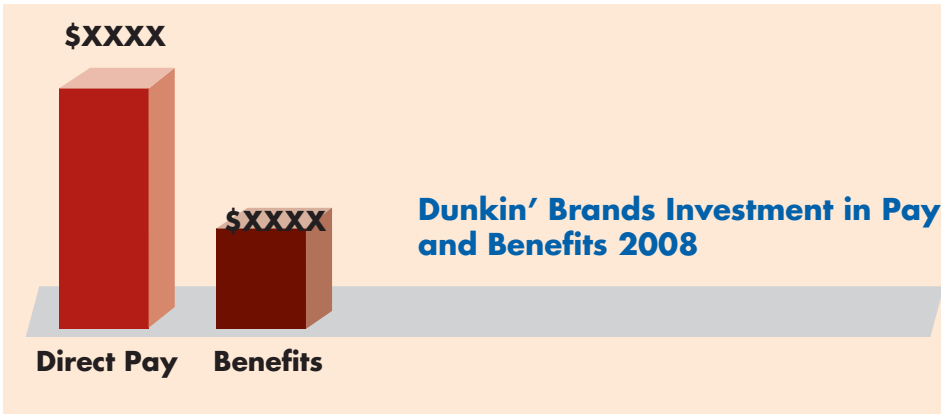
Beyond health care, disability, life insurance and retirement plans, we offer a whole range of other benefits that give you more reasons to feel great about being a Dunkin' Brands employee — we call them *Dunkin' Advantage Benefits*. Dunkin' Advantage Benefits are benefits such as Tuition Reimbursement, Career Training and Auto/Homeowner's Insurance that contribute to your growth and well-being. We are happy to announce a new addition to our ever-growing selection of Dunkin' Advantage Benefits: Wrap+<sup>SM</sup> Identity Fraud Expense Reimbursement and Theft Resolution and Recovery Services.

In 2008, we continue our commitment to you, our most valuable asset, by offering you a comprehensive group of benefits. We believe now is the time to place a special emphasis on the importance of wellness and balance in your work and personal life, and we want to provide you with the facts and tools to make the right choices. As always, we welcome your questions and suggestions. You can reach the Benefits Group in Canton at 781-737-5658.

Regards,

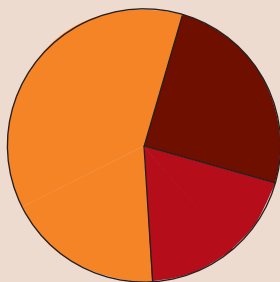
Jeff Slater  
VP Human Resources

When considering your employment with Dunkin' Brands, it's easy to focus only on your direct pay (your base salary and cash incentives) as your primary compensation. However, your Total Compensation package represents our investment in you and includes so much more — your direct pay as well as all the benefits and programs we offer to protect you and your family and enhance the quality of your life and your future.



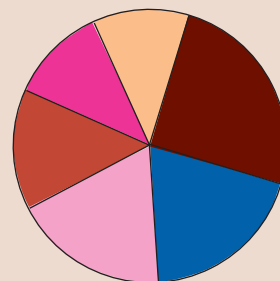
**In 2008, Dunkin' Brands expects to invest approximately \$XX in Total Compensation.**

- Automobile Program [\$XX]
- Incentives [\$XX]
- Base Salary [\$XX]



**Direct Pay**

- Health Care [\$XX]
- Other Benefits [\$XX]
- Retirement Plans [\$XX]
- Life Insurance [\$XX]
- Disability [\$XX]
- Social Security [\$XX]



**Benefits**

# [Our Investment in You]

TOTAL COMPENSATION		
	Employer Cost	Employee Cost
<b>DIRECT PAY</b>		
Base Salary (including XX days of PTO valued at \$X,XXX)	\$X,XXX	\$X,XXX
Short-Term Incentive	\$X,XXX	\$X,XXX
<b>Total Direct Pay</b>	<b>\$XX,XXX</b>	<b>\$XX,XXX</b>
<b>INDIRECT PAY</b>		
<b>HEALTH CARE</b>		
Medical	\$X,XXX	\$X,XXX
Dental	\$X,XXX	\$X,XXX
<b>DISABILITY</b>		
Short-Term Disability (STD)	\$X,XXX	\$X,XXX
Long-Term Disability (LTD)	\$X,XXX	\$X,XXX
Total Income Protection (TIP)	\$X,XXX	\$X,XXX
<b>LIFE INSURANCE</b>		
Basic Life Insurance	\$X,XXX	\$X,XXX
Supplemental Life Insurance	\$X,XXX	\$X,XXX
Basic AD&D Insurance	\$X,XXX	\$X,XXX
Supplemental AD&D Insurance	\$X,XXX	\$X,XXX
<b>401K RETIREMENT PLAN</b>	<b>\$X,XXX</b>	<b>\$X,XXX</b>
<b>SOCIAL SECURITY</b>	<b>\$X,XXX</b>	<b>\$X,XXX</b>
<b>OTHER (INCLUDING EAP, TUITION REIMBURSEMENT, AND MORE)</b>	<b>\$X,XXX</b>	<b>\$X,XXX</b>
<b>Total Indirect Pay</b>	<b>\$XX,XXX</b>	<b>\$XX,XXX</b>
<b>TOTAL</b>	<b>\$XX,XXX</b>	<b>\$XX,XXX</b>

Your Dunkin' Brands medical and dental benefits offer you the resources and tools to maintain your health and share in the cost of preventing and treating illnesses. As we face a world of steadily rising health care costs and chronic illness in our population, the emphasis is on you and the power you have to improve your health and make the most of your benefits. We are committed to offering you and your dependents competitive and affordable benefits and we count on you to help us in that effort.

### **Good news!**

In an era of rapidly increasing health care costs, the Dunkin' Brands Medical Plan premium increased by only 2% this year — compared with an average of 8–12% for other regional employers. You can help keep costs down by focusing on wellness and using the tools and resources available to you to make good health care consumer decisions.

