

## Creating a Great Place to Work Scorecard

<b>Compensation and Benefits</b>	<b>FY '06</b>	<b>FY '07</b>	<b>FY '08</b>
Company payment of insurance premiums (percentage, on average)*	90%	90%	90%
Dollars spent on medical benefits as a percentage of payroll*	19.13%	13.80%	13.6%
<b>Hiring and Development</b>	<b>FY '06</b>	<b>FY '07</b>	<b>FY '08</b>
Internal hiring*	24.20%	25.00%	19.00%
Hours in training / continuing education*	33	40	49
Percentage of full-time employees who have visited coffee-growing communities	22.50%*	18.50%	18%
<b>Safety</b>	<b>FY '06</b>	<b>FY '07</b>	<b>FY '08</b>
Injury severity (DART rate)*	5.07	4.61	4.68
Workers' compensation claims	60	84	81
Injury frequency (total recordable incidence rate)*	5.64	4.73	4.9
Occupational fatalities	0	0	0
Interstate experience modification factor*	0.79	0.88	0.89
<b>Retention and Satisfaction</b>	<b>FY '06</b>	<b>FY '07</b>	<b>FY '08</b>
Employee Retention	89%*	91%*	91%
Percentage employees agreeing that GMCR is an "Overall Great Place To Work"	85%	NM**	88%
Percentage employees agreeing that "We have special and unique benefits here"	87%	NM**	86%

\* Specialty Coffee Business Unit only

\*\* We did not use the Great Place to Work® Trust Index® in FY '07