

2015 Guidance

BUSINESS SEGMENTS

DUNKIN' DONUTS U.S.

1 – 3% comp store sales growth

410 – 440 total net unit development (excluding Speedway closures)

INTERNATIONAL (DD & BR)

200 – 300 total net unit development

BASKIN-ROBBINS U.S.

1 – 3% comp store sales growth

5 – 10 total net unit development

DUNKIN' BRANDS

6 – 8% revenue growth

7 – 8% adjusted operating income growth

\$1.87 – 1.91 Adjusted EPS



Dunkin Donuts Employee Manual

Mike Jess



Dunkin Donuts Employee Manual:

Complete Guide to Human Resources and the Law, 2022 Edition (IL) Dana Shilling, Pro Rfza, 2021-09-22 The Complete Guide to Human Resources and the Law is an invaluable tool for the HR professional who needs to place legal principles and developments in the context of the practical problems he or she faces every day The law as it relates to human resources issues is an ever growing ever changing body of information that involves not just court cases but also statutes and the regulations of administrative agencies The Complete Guide to Human Resources and the Law brings you the most up to date information as well as practical tips and checklists in a well organized easy to use resource Amazon com *Complete Guide to Human Resources and the Law, 2021 Edition* Dana Shilling, 2020-08-05 The Complete Guide to Human Resources and the Law will help you navigate complex and potentially costly Human Resources issues You ll know what to do and what not to do to avoid costly mistakes or oversights confront HR problems legally and effectively and understand the rules The Complete Guide to Human Resources and the Law offers fast dependable plain English legal guidance for HR related situations from ADA accommodation diversity training and privacy issues to hiring and termination employee benefit plans compensation and recordkeeping It brings you the most up to date information as well as practical tips and checklists in a well organized easy to use resource

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such as The Supreme Court held in March 2016 that to prove damages in an Fair Labor Standards Act FLSA donning doffing class action an expert witness testimony could be admitted Tyson Foods Inc v Bouaphakeo 136 S Ct 1036 2016 Executive Order 13706 signed on Labor Day 2015 takes effect in 2017 It requires federal contractors to allow employees to accrue at least one hour of paid sick leave for every 30 hours they work and unused sick leave can be carried over from year to year Mid 2016 DOL regulations make millions more white collar employees eligible for overtime pay by greatly increasing the salary threshold for the white collar exemption Updates on the PATH Act Protecting Americans From Tax Hikes Pub L No 114 113 The DOL published the fiduciary rule in final form in April 2016 with full compliance scheduled for January 1 2018 The rule makes it clear that brokers who are paid to offer guidance on retirement accounts and Individual Retirement Arrangements IRAs are fiduciaries In early 2016 the Equal Employment Opportunity Commission EEOC announced it would allow charging parties to request copies of the employer s position statement in response to the charge The Supreme Court ruled that in constructive discharge timing requirements run from the date the employee gives notice of his or her resignation not the effective date of the resignation Certiorari was granted to determine if the Federal Arbitration Act FAA preempts consideration of severing provisions for unconscionability

The Unofficial Guide to Opening a Franchise
Jason R. Rich, 2007-03-22 The inside scoop for when you want more than the official line So you dream of escaping the 9 to 5 rat race starting your own business and becoming your own boss but you don t have a clue where to start Opening a franchise based business can lower your start up costs and reduce the time hassle and risk associated with getting a new business operational A franchise offers training support a proven business model and the closest thing possible to a turnkey solution for achieving success There are more than 3 000 different franchise opportunities in more than seventy five industries including packaging and shipping tax preparation maid service fitness car care and more Featuring exclusive in depth interviews with a wide range of franchising experts this book gives you a first hand perspective plus valuable tips and strategies for success It provides the guidance you need to choose the right franchise select a prime location market your business and get it up and running efficiently You ll learn all about financing essential business skills hiring and managing employees working with suppliers and even preparing for your grand opening This guide includes Vital Information on things to look for when evaluating franchise opportunities and where to look Insider Secrets from successful franchisors franchisees and franchise consultants Money Saving Techniques such as using a franchise attorney to help you review the UFOC Uniform Franchise Offering Circular and finalize your Franchise Agreement The Scoop on the latest trends plus profiles of the top twenty five franchises in America Handy Worksheets to help you examine your goals and opportunities evaluate financing options develop a realistic business plan and more

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several key questions Who has the right to define public space How do such places generate and sustain symbolic meaning Is public space unchanging or is it subject to our subjective perception Do we given the public nature of public space have the right to subvert it These eighteen essays including several case studies offer convincing evidence of a spatial turn in American studies They argue for a re visioning of American culture as a history of place making and the instantiation of meaning in structures boundaries and spatial configurations Chronologically the subjects range from Pierre L Enfant s initial majestic conceptualization of Washington D C to the post modern realization that public space in the U S is increasingly a matter of waste Topics range from parks to cities to small towns from open air museums to airports encompassing the commercial marketing of place as well as the subversion and re possession of public space by the disenfranchised Ultimately public space is variously imagined as the site of social and political contestation and of aesthetic change *West's Federal Practice Digest 4th* ,1989 Locate federal cases decided in the U S Supreme Court Court of Appeals district courts Claims Court bankruptcy courts Court of Military Appeals the Courts of Military Review and other federal courts This Key Number Digest contains all headnotes classified according to West s Key Number System for federal court decisions reported from 1984 to the present The topics are listed in alphabetical order The Key Numbers within those topics are listed in numerical order Each topic begins with scope notes about subjects included and subjects excluded and covered by other topics Also there is an outline of the topic which includes a list of all Key Numbers in that topic Headnotes are collected by jurisdiction or court and filed according to the West Key Number System *West's Federal Practice Digest* ,2003

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