



**Dr Pepper Snapple Group, Inc.****DPS NYSE****Beverages - Non-Alcoholic**

Market Capitalization USD:

\$8,413.72 mm**CONCERN LEVEL: AVERAGE**

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- 3 The CEO's annual cash incentives rose or fell in line with annual performance.
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years.
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group. 
- 7 The company's dilution from equity incentives is 10 percent or less.
- 8 Unvested equity lapses when the CEO's employment is terminated. 
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket.

CEO: Larry Young**Age: 57****CEO Since: 2007**

	2009	2010	2011
Base Salary	\$934,616	\$976,923	\$1,057,692
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$1,839,488	\$1,614,251	\$1,511,974
Benefits and Perquisites	\$114,665	\$278,551	\$412,686
TOTAL ANNUAL COMPENSATION	\$2,888,769	\$2,869,725	\$2,982,352
Increase in Post-Retirement Benefits	\$30,619	\$14,693	\$34,371
Stock Option Awards	\$1,079,998	\$1,424,995	\$1,304,958
Stock Awards	\$2,519,992	\$3,324,983	\$4,368,725
TOTAL COMPENSATION	\$6,519,378	\$7,634,396	\$8,690,406
Median of Other Named Executive Officers Total Compensation	\$2,229,150	\$3,013,876	\$2,378,921
Value Realized on Exercise of Stock Option	\$0	\$0	\$9,658,335
Value Realized on Vesting of Stock	\$0	\$0	\$3,866,352
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$13,524,687

Proxy Date: 29 Mar 2012

Annual Meeting Date: 17 May 2012

Equity Reserves: 10.37%

Stock Option Run Rate: 0.34%

Dr Pepper Snapple Group, Inc.

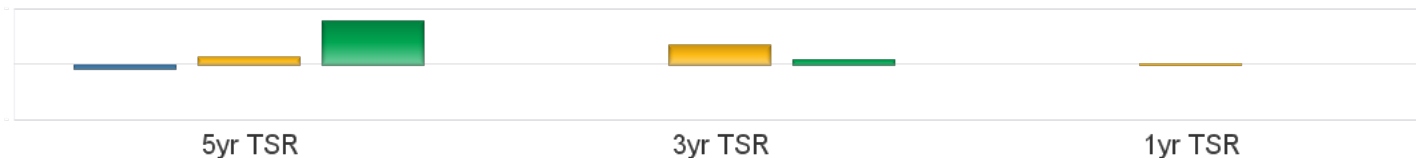
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Performance Comparison

■ S&P500 ■ Industry ■ DPS



Peer Comparisons (TRBC) = Non-Cyclical Consumer Goods / Services

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
DPS	Dr Pepper Snapple Group, Inc.	\$6,519,378	\$7,634,396	\$8,690,406	\$8,413,722,101
NWL	Newell Rubbermaid Inc.	\$8,416,539	\$11,904,601	\$7,073,900	\$3,674,316,480
EL	Estee Lauder Companies Inc. (The)	\$6,060,811	\$14,372,042		\$17,037,102,155
RAH	Ralcorp Holdings, Inc.	\$1,486,410	\$6,498,356	\$1,503,201	\$4,229,315,178
SWY	Safeway Inc.	\$10,901,895	\$10,994,903	\$11,498,595	\$5,820,500,000
SLE	Sara Lee Corporation	\$15,231,519	\$12,969,363		\$9,658,041,808
SYU	Sysco Corporation	\$5,183,110	\$5,933,638		\$15,278,491,015

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps. Missing peer pay figures for 2011 are due to differences in company filing schedules.

Pay Peer Group

Brown-Forman, Del Monte, Kellogg, Campbell Soup, General Mills, McCormick, Chiquita Brands, Heinz, Molson Coors, ConAgra, Hershey, Ralcorp, Constellation Brands, Hormel, Sara Lee, Dean Foods, J.M. Smucker.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Jack L. Stahl	Chairman	59	Male	4	Outside
M. Anne Szostak	Member	61	Female	4	Outside
Pamela H. Patslev	Member	55	Female	4	Outside

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