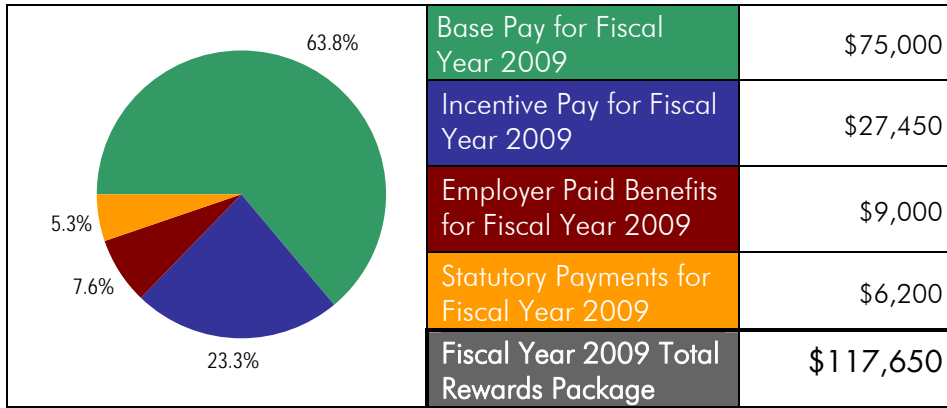


FISCAL YEAR 2009 TOTAL REWARDS PACKAGE

The information below illustrates the various components that make up your fiscal year 2009 Total Rewards Package.



Fiscal Year 2009 Total Rewards Package Detail

Base Pay

Wages*	\$75,000	
Other	\$0	
Total Base Pay		\$75,000

Incentive Pay

Bonus Plan 1	\$27,000	
Bonus Plan 2	\$350	
Other Incentives	\$100	
Total Incentive Pay		\$27,450

Employer Paid Benefits

Health & Welfare	\$8,000	
Retirement & Investment	\$1,000	
Total Employer Paid Benefits		\$9,000

Statutory Payments

Social Security	\$5,000	
Medicare	\$1,000	
Unemployment Insurance	\$200	
Total Statutory Payments		\$6,200

* INCLUDES HOLIDAYS AND VACATION

ADDITIONAL BENEFITS

Team Member Shopping Days	Employee Assistance Program
Service Awards	FamilyHope
Chairman's Circle Award	Casual Fridays
30 th Anniversary Parking Space	Team Member Appreciation Day

INCENTIVE PAY (BASED ON FISCAL YEAR 2009 PERFORMANCE)

	Target	Actual
Bonus Plan 1		
Time Period (08/31/2008 - 08/29/2009)		
Bonus Qualified Earnings	\$XX,XXX	\$XX,XXX
Target Percentage	XX.X%	XX.X%
Target Bonus Payout	\$XX,XXX	\$XX,XXX
Total Bonus Plan 1 Payout	\$25,000	\$27,000
Bonus Plan 2		
Time Period (08/28/2006 - 08/30/2009)		
PSR Target Shares	X shares	X shares
PSR Multiplier	XXX%	XXX%
# of Shares Awarded (Unadjusted)	X shares	X shares
Market Price as of 10/13/2009	\$XX.XX	\$XX.XX
Total Bonus Plan 2 Payout	\$300	\$350
Total Incentive Pay	\$25,300	\$27,350

FISCAL YEAR 2010 COMPENSATION PACKAGE POTENTIAL

(Based on active incentive plan participation)

FY10 Base Salary (includes a 4.00% increase of \$3,000 annually)	\$78,000
Bonus Plan 1 Potential	\$26,000
Bonus Plan 2 Potential	\$400
Total Fiscal Year 2010 Compensation Potential	\$104,400

LTI BONUS – STOCK OPTIONS

Grant Date	Initial Grant Value	Shares Granted	Current Balance	Grant Price	Expiration Date
09/15/2007	XXX	27	27	\$XX.XX	09/15/2012
10/01/2007	\$X,XXX	382	382	\$XX.XX	10/01/2012
10/01/2008	\$X,XXX	790	790	\$XX.XX	10/01/2013
10/15/2009	\$X,XXX	595	595	\$XX.XX	10/15/2014

LTI BONUS – PERFORMANCE SHARE RIGHTS

Award Date	Initial Award Value	Target Shares	Projected Vest Date
10/01/2007	\$X,XXX	XXX	10/03/2010
10/01/2008	\$X,XXX	XXX	10/03/2011
10/15/2009	\$X,XXX	XXX	10/03/2012

ALL DOLLAR AMOUNTS ARE ROUNDED TO THE WHOLE DOLLAR

ALL DATA PRESENTED ON THIS PAGE IS AS OF OCTOBER 13, 2009



DEFINITIONS

BASE PAY

Wages – This amount represents any pay that was received in fiscal year 2009 for work done by the hour, day or week. This amount includes pay for holidays and vacation.

Other – The “Other” category includes cash payments that you received through payroll that are not included in regular wages or bonuses. This amount can include such things as jury duty and military leave pay.

INCENTIVE PAY

The amount shown in this category represents your short-term incentives and/or long-term incentives earned in each given fiscal year. The **Other** category includes any incentives not specifically listed, such as Referral Bonus or the Chairman’s Circle Award.

LTI Bonus Plan – The total amount listed includes income received through stock options and/or Performance Share Rights (PSRs).

Stock Options – A stock option is the right to buy a share of Family Dollar common stock at a predetermined price (“exercise price”) during a fixed time period. The value listed includes the total gain(s) received from any stock option exercise in fiscal year 2009. A stock option gain is the difference between the market price and the exercise price times the number of shares exercised.

Performance Share Rights (PSRs) – A PSR is the opportunity to earn an actual share of stock. The amount listed includes the dollar value of any PSRs released to you for fiscal year 2009 performance. The value of the PSR is determined by the closing Family Dollar stock price on the day of the PSR release.

EMPLOYER PAID BENEFITS

Health & Welfare – This category includes the amount that Family Dollar contributed toward your health & welfare elections during fiscal year 2009. These elections include major medical, life, disability and flexible spending, if applicable. You can access the Family Dollar Benefits website, www.XXXXXX.com, or call 1-XXX-XXX-XXXX to review your current elections or obtain more information concerning your benefits.

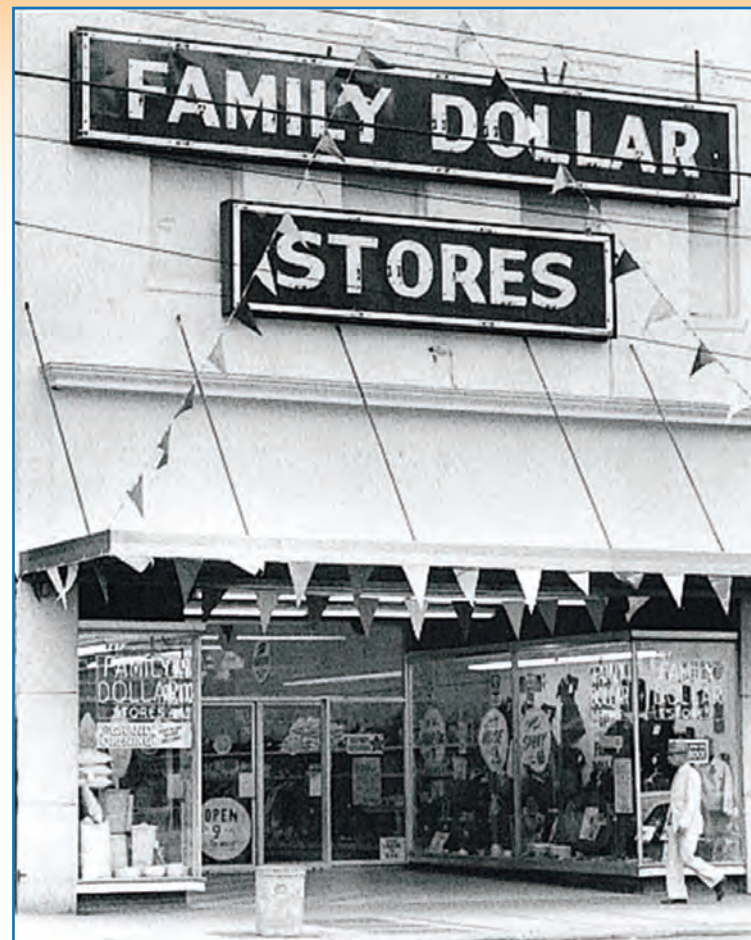
Retirement & Investments – This amount includes the employer cost for both the 401(k) and the Employee Stock Purchase Plan (ESPP). The 401(k) value includes the matching contributions Family Dollar made to your retirement account in fiscal year 2009. The ESPP value includes all administrative costs associated with the plan paid by Family Dollar on your behalf.

STATUTORY PAYMENTS

Federal and state governments may require contributions to be made on behalf of each Team Member in order to fund public programs to assist people when they are not working due to age, disability or job loss.

BONUS QUALIFIED EARNINGS

This amount includes all payments in fiscal year 2009 represented on your statement of earnings except for bonus pay, relocation pay, and imputed income items.



In 1959, Leon Levine, opened the doors of the first Family Dollar store in Charlotte, North Carolina.

Fifty years later, that one small store on Central Avenue has grown into a retail chain with earnings in excess of seven billion dollars a year and a Fortune 500 company.

Today, our team is over 40,000 men and women strong. And together we move our merchandise through nine distribution centers to more than 6,600 Family Dollar stores in 44 states.

The compensation values set forth in this rewards statement for fiscal year 2010 are not guaranteed and are estimates of potential compensation. All compensation payments and other awards are subject to satisfactory performance and continued employment and are further subject to all terms and conditions of the relevant plan documents. The applicable benefit plan documents govern the operation of the rewards plans and the payment of all rewards to you and cannot be modified by the contents of this statement or any other written or oral statements made to you by benefits administrators or other Company personnel. Copies of the applicable benefit plan documents are available for your review upon request.

TOTAL REWARDS STATEMENT • FISCAL YEAR 2009

For Our Team Members A Compelling Place to Work

Dear Harry,

At Family Dollar, our mission is to be a compelling place to shop, work and invest. While certainly not the only factor, financial rewards are important elements of creating a compelling place to work and enable our Company to develop diverse, high performing teams.

When most people think about compensation, they often think only about their weekly or bi-weekly paychecks. But your salary is only one component of your total compensation. Other benefits include vacation, 401(k) contributions, medical and dental plans, and incentive compensation programs. Each is a key component of your total rewards package and all are essential to providing you with a compelling place to work.

To help you better understand your total rewards package, we are pleased to present your personalized total rewards statement for fiscal year 2009. This statement will provide you with an overview of the benefits you received in fiscal year 2009 and the financial value of each. The total value of these Company-provided benefits, added to your fiscal year 2009 eligible earnings, comprise your total rewards package with Family Dollar.

We are very proud of our Team Members and recognize that each individual contributes to the success of the Company. We do our utmost to provide the best total rewards package for you individually, and with the best service possible. Our total rewards program is one of the largest investments we make each year, and our goal remains to continuously review our rewards program as needs and expectations change.

Thank you for the valuable role you have played in the tremendous success of our company during the past year. Without Team Members like you, we would not be able to accomplish our goals and enjoy another successful year with Family Dollar.

Sincerely,

SVP, Human Resources



Prepared Especially For

Harry Hardworker
Information Technology
Business Analyst
CORP – Database Administration