



Karen Miller

Vice President, Total Rewards
Inspire Brands

Karen oversees the global benefits, compensation, executive compensation, and stock plan programs at Inspire Brands. She is responsible for developing and executing the company's total rewards strategy, supporting Inspire Brands' portfolio of global restaurant brands, including Dunkin', Baskin-Robbins, Arby's, Buffalo Wild Wings, Jimmy John's, and Sonic Drive-In. Before joining Inspire Brands in 2023, Karen led total rewards functions at Virgin Galactic, Airbus, and Volkswagen Group of America. She is recognized for her innovation and thought leadership in program design, driving cost and operational efficiencies, and aligning employee experience with business strategy.

Karen holds an M.B.A. from George Washington University, a B.A. from Western Kentucky University, and a CCP certification from WorldatWork.