

STARBUCKS MILITARY COMMITMENT



HIRING

26,000+

Veterans and military spouses hired by a dedicated military recruiting team.

500

HIRING FAIRS ATTENDED ACROSS THE NATION

supporting transitioning service members, veterans and military spouses.

14

EMPLOYMENT SUMMITS SPONSORED

with **Hiring Our Heroes** in support of their 100k Military Spouse Hiring Initiative.



PARTNER SUPPORT

80 hrs.

MILITARY SERVICE PAY

is a benefit that provides eligible U.S. partners (employees) with 80 hours of pay each year when National Guard or Reserve service obligations take them away from their work with the company.

ARMED FORCES NETWORK

An internal veteran network with 16 chapters across the country. The AFN serves as an additional layer of support for veterans, veteran spouses and any Starbucks partner (employee) wanting to show support for our military.

THE STARBUCKS COLLEGE ACHIEVEMENT PLAN

The Starbucks College Achievement Plan (SCAP) provides all eligible U.S. partners (employees) the opportunity to receive 100% tuition coverage for a first-time bachelor's degree through Arizona State University's online program. Veteran partners (employees) can extend an additional SCAP benefit to a qualifying family member of their choice.



MILITARY FAMILY STORES

62

Military Stores build on the concept of the Third Place and create a welcoming space to bring active-duty military and their families together with their communities, with plans to expand to 132 Military Family Stores by 2022.

They also serve as a foundation and model of engagement for hundreds of stores in military communities to advance veteran causes, accelerate the hiring of veteran and military spouses and bridge the civilian-military divide.



IMPACT

440,000+

VETERANS, SPOUSES AND COMMUNITIES IMPACTED

Starbucks partners with and supports Veteran Service Organizations to create effective transitions into civilian life, develop the next generation of veteran and military spouse leaders, and leverage their extraordinary skills and passion to positively change communities.

285+

Disasters responded to in partnership with **Team Rubicon**.

400,000+

Veterans connected to their communities in partnership with **Team RWB**.

16,000+

Veterans deployed in service in partnership with **The Mission Continues**.

25,000+

Military families supported in partnership with **Blue Star Families**.



WORLDWIDE REACH

4 Million

Cups of coffee donated to deployed military units around the world through pounds of coffee, Starbucks VIA® Instant and K-Cup® Pods to date.

1,000+

UNITS ADOPTED AS OF MARCH 2019

Adopt-a-Unit brings together Starbucks partners (employees) and customers to build coffee and care packages to send to active-duty service members.