



# Our Commitment to Partners



## Innovative, Inclusive Healthcare

- Comprehensive and affordable choices in health insurance coverage with personalized support
- Health insurance coverage that is inclusive of transgender medical needs
- Fertility services including IVF
- 20 free mental health sessions each year



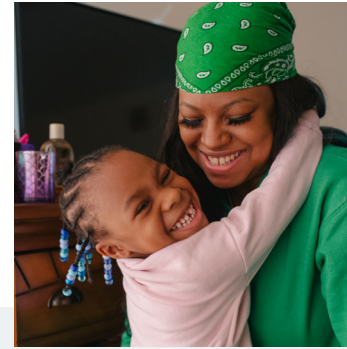
## Total Compensation & Retirement

- Competitive wages
- Added pay for tenure at 2+ and 5+ years
- Opportunity to grow your career – Barista Trainer, Shift Supervisor and beyond
- A robust 401(k) plan with match
- “Bean Stock”—partners share in our financial success through grants of Starbucks stock



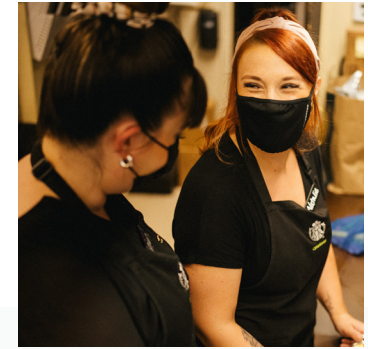
## 100% College Tuition Coverage

- The Starbucks College Achievement Plan provides 100% tuition coverage for a bachelor’s degree through a partnership with Arizona State University
- Starbucks also extends this benefit to a spouse or child of partners who are current members of the U.S. Armed Forces and veterans
- Starbucks Global Academy offers access to courses for personal and professional development at no cost
- You can apply the day you join!



## Partner & Family Support

- A welcoming and inclusive place to work
- Flexible hours to match partner needs
- Professional networking and career development through Partner Networks
- Paid Parental Leave for birth and non-birth parents
- Partner and Family Sick Time
- Family Expansion Reimbursement
- Childcare benefits
- Vacation and other time off



## And more partner perks!

- A pound of coffee each week
- Discounts
- Free food and beverages on shift
- Free Spotify Premium
- Free Headspace Premium
- Plus more

**Partners who work 20 hours or more in the U.S. are benefits-eligible**  
with health and college tuition benefits requiring eligibility

## Who are our partners?

More than **400,000 partners** represent the diverse communities they serve around the world, including working parents, veterans, military spouses, students and even young people whose green apron represents their first job. We are committed to supporting our partners and their aspirations at Starbucks and beyond.

## Around the world we have innovative benefits to address unique needs:

**UK:** apprenticeship and Home Sweet Loan programs

**Canada:** mental health coverage and interest-free housing loans

**China:** housing subsidy and health insurance for parents of partners