



Creating Our Future Together as Partners

PARTNER INVESTMENTS: 30-DAY PROGRESS UPDATE

WHAT WE ANNOUNCED IN MAY 2022

Pay, Benefits & Recognition

Coffee Master and Black Aprons returning for eligible partners, with opportunities to visit Hacienda Alsacia!

Launching a new **coffee for partners by partners**

Exploring **dress code updates** related to tattoos, piercings, inclusive apron sizes and color palettes

Upcoming Partner Pulse survey to **assess interest in minimum hours**

For eligible hourly partners, **\$15/hour or 3%**, whichever is higher, if hired on or before May 2, 2022

For eligible **tenured hourly partners**, at least a 5% raise for 2-5 years and at least a 7% raise for 5+ years, if hired on or before May 2, 2022

Doubling the planned one-time pay increase for eligible **SFM, ASM and SM** hired on or before May 2, 2022

Training, Staffing, Technology & Equipment

Doubling time for new Barista and SSV training with more practice time, de-escalation and coffee education, plus additional training for existing partners

Replacing **in-store iPads** with new models

Continuing **MyDaily** and **Shift Marketplace** enhancements

To Be Heard, To Have a Voice

Launching a **Partner App** this August, designed with your input on tools and features

Extending collaboration sessions to support partners, roasting plants and retail leaders

Dedicated time for store teams to connect

OUR COLLECTIVE PROGRESS TO DATE

Will launch **June 20**, more info to come

Get your ideas ready because co-creation will start **June 20**, more details coming

Expecting an update in **August**, Workplace survey and partner roundtables complete

Completed in **May**, evaluating results alongside April Partner Experience Survey

Effective **August 1**

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New training goes live **June 21** for baristas and **August 30** for shift supervisors

Underway, expected in all stores by **October**

DM View in MyDaily will begin testing in select districts in **July**; Shift Marketplace borrowing updates for hourly partners and store managers expected **late September**

Store test begins in **June** and district tests begin in **July**

First support partner collaboration sessions begin in **June**, additional retail sessions in **June** with another round in **July**

Collaboration teams made up of store and support partners are designing an experience for stores **this summer** to come together and re-connect over our love for coffee, reset and re-engage with their teams and elevate and develop their craft; more details will be shared in the coming weeks

TO BE A PARTNER MEANS

- You have the **pay, benefits and stability** you need, so you can focus on your aspirations.
- You have everything you need to have the **best shift, every shift**.
- You are **recognized and celebrated** for who you are.
- You are part of **co-creating** the future of Starbucks. You have a **voice**, you are **heard**, you can **make a difference**.

COMING SOON

September and Beyond

Faster **sick time** accrual

Financial stability toolkit benefit – from support with creating savings plans to help with refinancing better student loan terms

Modernizing **recognition programs**, co-created with partners

Enhancing in-app **tipping**, and unlock credit card tipping in late 2022 so customers can further recognize our partners

Exploring **upskilling and career mobility programs** to support partner career aspirations in an ever-changing economy

Manager alerts on Shift Marketplace

Cold Beverage Station labelers in more stores

New Barista 180 training program in December

More time for **PDC conversations**

Quarterly foundational training for all partners

Testing **digital platforms** like Springboard so all partners can provide direct, real-time input and feedback

NEWLY ANNOUNCED

Digital CUP Fund grant application, so partners have options to access support

Travel expense reimbursement for partners enrolled in Starbucks healthcare to access **abortion or gender-affirming procedures** when those services are not available within 100 miles

NEWLY ANNOUNCED

Piloting **Item Availability enhancements** to mark out an item once for both the POS and MO&P; expected in all stores in late July, details coming soon

Contingent Hiring process to support staffing your stores sooner, more details to come at the end of June

How will these changes be implemented? New pay and benefits changes will apply to stores where Starbucks has the right to unilaterally make these changes. Where Starbucks lacks the right to unilaterally make these changes (for example, stores where there is a union or union organizing) Starbucks will provide wage increases that were announced in October 2021 and will otherwise comply with all applicable legal requirements. Scan the QR code to learn more, or visit: one.starbucks.com/implementation-of-benefits.

