



Creating Our Future Together as Partners

PARTNER INVESTMENTS: 60-DAY PROGRESS UPDATE

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**.

OUR COLLECTIVE PROGRESS TO DATE

Coffee Master relaunched on June 20 and partners shared more than 300 ideas and 3,500 votes through Springboard for our new coffee blend. The next phase of voting will take place during the **Barista Craft Training in August**.

Exploring **dress code updates** related to tattoos, piercings, inclusive apron sizes and color palettes. Partner surveys and roundtables are now complete with expected update coming in **late August**.

Wage increases on August 1:

- 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*

Doubled time for new Barista and SSV training with more practice time, de-escalation and coffee education, plus additional training for existing partners. New and existing partners will participate in the **Barista Craft Training between August 1–14** focused on coffee craft and connection.

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

Launched Item Availability enhancements in June so you only have to mark items unavailable once for both POS and MO&P!

Began store test for the new Partner App in June. Testing will expand to additional stores this month and we'll share more on how we're collecting feedback in our next update.

Collaboration sessions continuing in Retail in **July**.

DM led **shift supervisor leadership sessions** from **July 18–August 19**.

Expanded Springboard to all U.S. partners as a tool to directly generate partner ideas and input on new products, changes or initiatives.

COMING SOON

September onwards

Financial stability toolkit benefit – from support and incentives to help you build savings, to resources for optimizing student loan repayment coming in **September**

Faster **sick time** accrual

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

Modernizing **recognition programs**, co-created with partners with an opportunity to vote on new green apron card designs soon!

More time for **hourly personal development conversations** from **August 30–September 25**

Manager alerts on Shift Marketplace

Cold Beverage Station labelers in more stores

Enhancing in-app tipping and unlocking credit card tipping in late 2022 so customers can better recognize our partners

New Barista 180 training program in **December**

Quarterly foundational training for all partners

The next **Partner Experience Survey** will take place **October 3–16**

Pay, Benefits & Recognition



Training, Technology & Equipment



To Be Heard, To Have a Voice



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.

*Refer to new one-pager at the QR code here for additional details on implementation of benefits announced on May 3, 2022.

