



CONTINUING TO INVEST IN PARTNERS

Starbucks has always believed in being a different kind of company – guided by Our Mission to inspire and nurture the human spirit. It's why the company provides comprehensive partner care and a wide range of benefits that allow partners to choose the plans and programs that best support their needs and goals.

Visit starbucksbenefits.ca for more information.

Here's a look at what retail partners have access to when working at Starbucks.



COMPETITIVE COMPENSATION

- Competitive hourly wages above minimum wage and market leading annual increases
- All partners are owners of the business through our equity program, known as Bean Stock Future Savings Retirement and Savings Plan – 4% RRSP match for all partners
- Training bonuses



SAFETY FIRST

- Comprehensive COVID-19 safety protocols that meet or exceed public health guidance in every store
- Extensive COVID-19 partner care, including Self-isolation pay, Vaccine shot paid leave, Vaccine side-effect pay, Temporary COVID-19 paid sick days (extended through December 2021)
- Third place, de-escalation and safety training



PARTNER PERKS

- Free pound of coffee or box of tea weekly
- 30% discount in any Canada or US company-operated store
- Any handcrafted beverage free of charge while on break during a scheduled shift and half an hour before and after a scheduled shift
- Access to over 2,000 discounts on brands and big life purchases through Life Works
- Gift of financial donation matching, up to \$1,500 per fiscal year



HEALTH AND WELLBEING

- Extended medical, dental and vision plans (eligible for immediate family members)
- Up to \$5,000 CAD mental health coverage per year, payable at 70-90% of any eligible expenses based on partner plan selection
- Access to LifeWorks EAP, including uncapped short-term counselling and financial, health, wellness and lifestyle coaching and education
- Short term disability benefits
- Free Headspace meditation app subscription
- Hourly Sick & Family Care pay (effective January 2022)



CREATING OPPORTUNITY, EQUITY AND INCLUSION

- Up to \$1,000 tuition reimbursement
- Third Place Development Series for all roles
- Career Passport Series, our internal podcast dedicated to Canadian partners and their career journeys
- Open-source education on My Learning and Starbucks Global Academy
- Support benefits for trans people



PARTNER SUPPORTS

- Paid Vacation Time off
- Financial assistance through the Caring Unites Partner (CUP) Fund in times of need
- Adoption, fertility, and family planning supports through our benefits plan and the Family Expansion Reimbursement program
- Group Life Insurance

*Partners who work a minimum of 20 hours each week are eligible for Starbucks Canada's full suite of leading benefits, perks and discounts. Partners who may work less than 20 hours each week are also eligible for a host of offerings. Visit starbucksbenefits.ca for more information