

HERE'S WHY OUR BENEFITS

ARE **THREE TIMES** MORE VALUABLE THAN OTHER RETAILERS'



Aon, a leading global professional services firm, ranked Starbucks benefits against other major retail employers. **Here's how we stack up:**

	HEALTHCARE COVERAGE	FINANCIAL INVESTMENTS	PARENTAL LEAVE	ADVANCED EDUCATION	COMPANY PERKS	PARTNER AND FAMILY SICK LEAVE
OUR RANK	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★	★★★★★
US	Silver Plan for only \$35 per paycheck Multiple plan options One of only four to provide for part-time [†]	Future Roast plans match up to 5%; one of only nine to provide for part-time [†] Bean Stock is unrivaled	Parental leave policy includes birth and non-birth parents NEW! One of only four to provide for part-time [†]	ASU Starbucks College Achievement Plan (free tuition for a bachelor's degree) is unrivaled One of only fifteen to provide for part-time [†]	Food and beverage markout every shift Weekly coffee markout	Two-thirds disability pay (one of only four to provide for part-time [†]) Vacation time accrual Partner and family sick time NEW!
-VS- THEM	Average is \$70 per paycheck	Average match is 3.7%	Limited parental leave options	Average of \$2,000 per year offered	Below average food and extra benefits	Vacation time accrual Limited paid sick time (three provide to part-time [†])

*These new partner benefits were announced on January 25, 2018 and will take effect later in the year.

[†]Part-time denotes employees working 30 hours or less per week.

[‡]This Starbucks-commissioned comprehensive report was conducted by Aon Hewitt and ranks us against 39 other major retailers.