



# Starbucks Coffee Canada

*Your Special Blend*



*Brimming with Benefits!*



# Opportunity

to connect with something bigger.  
to be a partner.  
[www.starbucks.ca](http://www.starbucks.ca)



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## Partner Perks

### **Partner Connection**

From sports and hobbies to other activities, Partner Connection groups bring together Starbucks partners who share common interests. The program even helps cover some of the group's costs. It's one more way that Starbucks seeks to promote community.

### **Partner Recognition**

Starbucks success reflects the dedication of our partners. Whether it's with a Green Apron "on-the-spot" award, a Bravo! Award or Leader of the Quarter, there are many ways to recognize and celebrate fellow partners.

### **Starbucks Partner Card**

Your Starbucks partner card gives you a 30 percent discount at all Starbucks and Seattle's Best Coffee owned and operated retail stores. You can load it with cash, too. Also get a free pound of coffee or box of tea each week.

### **Elite Athlete**

Starbucks Elite Athlete Program provides support to partners who are participating in athletics at a world-class level.



## Giving Back

Together, Starbucks partners make a difference in our communities – and in each other’s lives – through these programs. Starbucks believes in giving back and encourages partners to do the same.

### **Partner Giving**

When you volunteer for a nonprofit, Starbucks will match your volunteer hours with a financial contribution. You can work alone or as part of a team.

To encourage partners’ generosity and community involvement, Starbucks will match your donations, up to \$1,000 per partner per year, to eligible nonprofit organizations of your choice.

### **CUP Fund**

The Caring Unites Partners (CUP) Fund helps partners in times of financial need. It is a way for partners to contribute to other partners, and a way for partners to get help when they need it most. We receive requests for assistance in situations such as catastrophic injuries, death and illness, natural disasters and domestic violence. And it is funded 100% by partner contributions and fund-raising efforts – partners helping partners.

### **Adoption Expense Reimbursement**

The adoption expense reimbursement benefit will provide up to \$4,000 per attempted or successful adoption, to a lifetime maximum of \$12,000 per partner or per couple, if both spouses or domestic partners are employed by Starbucks, to help pay for qualified expenses related to the adoption of children under age 18.

Qualified expenses include reasonable and necessary adoption fees, legal fees and court costs, and traveling expenses while away from home that are directly related to and for the principal purpose of the legal adoption of an eligible child.



## Health Care Coverage

### **Starbucks Provincial Health Plan**

Benefits-eligible partners living in British Columbia have the option of enrolling in Starbucks Provincial Health plan. Starbucks will contribute toward the cost of provincial coverage.

### **Extended Health**

Extended health covers many medical services not included in your provincial basic medical plan. To be eligible, you must be actively enrolled in your province's basic medical plan. With the extended health plan, you pay just a \$45 individual or \$90 family deductible, and then the plan pays 100% for hospitalization and 90% for most other services.

### **Prescription Drug**

The prescription drug benefit provides immediate prescription drug coverage through the use of a prescription drug card. Simply present your drug card and make your copayment at the time you purchase your medication.

### **Dental**

Comprehensive dental coverage assists with medically necessary dental expenses. Preventive care is covered at 100%. Other services are covered at 80% or 50% after you pay a \$45 individual or \$90 family deductible.

### **Vision**

The plan pays up to \$150 in any two consecutive calendar years toward eye exams, eyeglass lenses and frames, and contact lenses.



## Resilience (Employee Assistance Program)

The services of Resilience are available to all active Starbucks partners and their eligible dependents. Resilience offers a wide range of services, including assistance with:

- **Referrals for:** child and elder care
- **Emotional concerns:** Anxiety, depression, substance abuse issues, anger and grief
- **Financial concerns:** Answers and information on financial topics, such as buying or leasing a car, budgeting, debt consolidation, credit management, planning for retirement
- **Legal concerns:** Real estate matters, estate planning, family/divorce law, car accidents, criminal and government matters
- **Work-Life concerns:** Work/life balance, time management, communicating with others, change and transition
- **Health concerns:** Nutrition, alternative approaches and smoking-cessation

All program services are available at no cost to partners and family. Resilience is available 24 hours a day, seven days a week.

## Paid Time Off

### Vacation – All Partners Excluding Retail Hourly

On October 1st each year, partners receive their annual vacation grant for the year with the understanding that this vacation time will be earned over the course of the upcoming Vacation Year. Partners hired after October 1st will be granted a pro-rated amount of annual vacation based on their most recent hire date. *See applicable chart below.*

All partners excluding retail hourly		
Completed Months of Service	All Provinces Except Saskatchewan	Saskatchewan
Less than 36	2 weeks	3 weeks
36 to 60	3 weeks	3 weeks
60 to 120	4 weeks	4 weeks
120 or more	5 weeks	5 weeks

### Vacation – Retail Hourly

All partners earn vacation time starting with their first day on the job. The amount of vacation you earn depends on your hours worked and your position. Full-time partners can earn up to 10 days in their first year at Starbucks. You must be employed for six continuous months to take paid vacation time off. *See applicable chart below.*

Retail hourly partners		
Completed Months of Service	All Provinces Except Saskatchewan	Saskatchewan
Less than 60	2 weeks	3 weeks
60 to 120	3 weeks	3 weeks
120 or more	3 weeks	4 weeks

## Holidays

Starbucks Canada observes the following holidays based on statutory requirements for each province:

- New Year's Day
- Family Day/Louis Riel Day
- Good Friday
- Victoria Day
- St. Jean Baptiste Day
- Remembrance Day
- Thanksgiving Day
- Christmas Day
- Boxing Day
- Canada Day
- Discovery Day
- Labour Day
- Saskatchewan Day,  
British Columbia Day

Whether you will receive pay for these holidays depends on your province of work, work schedule, position and other factors.

## Sick Pay

Sick pay replaces your regular pay for the occasional day off needed because of illness or injury, to attend medical or dental appointments or to care for an ill family member. Retail hourly partners are not eligible for sick pay (except as legally required) but may be eligible for sickness benefit through Employment Insurance.

## Income Replacement

### Life and AD&D Insurance

You are automatically enrolled for basic life and accidental death and dismemberment (AD&D) insurance coverage, and Starbucks pays the full cost. The amount of coverage varies depending on your position with Starbucks and benefits eligibility.

You also have the option of buying life and AD&D insurance for your spouse/domestic partner and children. A variety of coverage levels are available.

## Disability

### Retail Hourly Partners

Retail hourly partners who are benefits-eligible receive benefits through Employment Insurance (EI) for up to 15 weeks of disability following a two-week waiting period. Starbucks short-term disability (STD) benefit provides continued income when:

- You have exhausted your EI benefit
- You are not able to return to work due to your disability, and
- You are not eligible for Canada or Quebec Pension Plan (CPP/QPP) disability benefits

Starbucks STD plan may replace up to 60% of your average weekly wages, up to \$200 a week. Restrictions apply.

### Salaried and Nonretail Hourly Partners

Starbucks STD plan replaces Employment Insurance disability coverage. Starbucks plan provides a benefit of up to 67% of your average weekly earnings, up to \$1,300 a week. Restrictions apply.





## Tuition Reimbursement

The tuition reimbursement program recognizes the contributions made by partners to Starbucks success, adds to a great work environment and promotes the shared responsibility between Starbucks and you for individual and company success. It's one more great benefit that makes up your Total Pay.

The amount of the tuition benefit you can receive is based on your service and position. You can be reimbursed for up to \$1,000 in education expenses per calendar year.

Eligible courses must relate to your job or prepare you for a career at Starbucks. Examples include accounting, information systems, food science, agronomy, law, music theory.

## Stock and Savings

### Bean Stock

Bean Stock makes us partners in Starbucks growth and success. This benefit is designed to give a broad base of partners the opportunity to own shares of Starbucks stock.

Bean Stock awards eligible partners with restricted stock units. A Restricted Stock Unit (RSU) is the right to receive a specified number of shares of Starbucks common stock upon satisfaction of the vesting period. The number of restricted stock units you receive is determined by Starbucks success and profitability, your job (retail), your annualized earnings (non-retail) and the fair market value of Starbucks stock on the grant date.



### **Stock Investment Plan (SIP)**

With SIP you can buy Starbucks stock at a 5 percent discount. Eligible partners can contribute 1 percent to 10 percent of their base pay each pay period. It's a great way to own shares in a great company.

You can enroll during four offering periods each year: March 1-15, June 1-15, September 1-15 and December 1-15.

### **Future Savings Plan (RRSP/DPSP)**

This highly competitive program is designed to help partners prepare for a financially secure future. If you contribute to our group Registered Retirement Savings Plan (RRSP) through automatic payroll deductions from your eligible pay, Starbucks will match your contribution dollar for dollar (to a maximum of 2% of your salary) directly into a Deferred Profit Sharing Plan (DPSP). By investing in our Future Savings Plan, you can take advantage of important tax savings, preferred management fees, and savvy investment planning tools!



This summary describes certain highlights of some of Starbucks benefit plans. Keep in mind that the information summarized here is governed by the plan documents in all cases, which are the final authority. In general, it has been assumed that Starbucks Corporation's programs will remain in effect without changes. However, nothing in this summary should be interpreted as creating contractual rights or obligations or restrict in any way the rights of Starbucks Corporation and its subsidiaries and affiliates. This summary is not a contract and cannot create a contract. Starbucks partners and partners of participating affiliated companies do not have the authority to verbally amend the terms of the plan document. Starbucks Corporation continues to reserve the right to amend, change or terminate Company-provided coverages and/or subsidies at any time. The Company's decisions in this regard may be due to any changes in federal or state laws governing total pay programs, the provisions of a contract or a policy involving an insurance company or any other reasons in the Company's sole discretion.

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