Your Special Blend
Rewarding Our Partners
Opportunity
To make your own path and succeed.

If you want the opportunity to make meaningful connections and have an impact every day, become a partner and work someplace truly great. A place that values individuals and their contributions, and balances good business practices with a passion to improve our world.

Starbucks simply could not succeed without the passion and determination of our partners. And we believe that success is best when shared.

Eligible partners enjoy excellent benefits and share in our financial success through our signature programs that we proudly offer to eligible part-time and full-time partners, including:

- Comprehensive health coverage (medical, dental and vision).
- A highly competitive 401(k) program with company match.
- A stock equity reward program—in fact, Starbucks continues to be one of the only retailers to offer a stock program that includes part-time retail hourly partners.

It doesn’t stop there. Partners are offered education benefits, tuition assistance, free coffee and opportunities to connect around similar interests, paid vacation and more.
A Look at Total Pay

Base Pay
Determined by the competitive market pay rate for your job, your skills, experience and job performance.

Bonuses
Reward achievement of specific business goals (for eligible positions).

Benefits
Includes health coverage, income protection, time off, tuition reimbursement, employee assistance programs and more.

Savings
Future Roast, our 401(k) savings plan, includes Starbucks matching contributions to help you save for the future.

Stock
S.I.P., our discounted stock purchase plan, and Bean Stock, our equity reward program, allow you to share in the company’s success.

Perks for Partners
Programs designed exclusively for partners.

Once you become a partner, register at mysbuxben.com to learn more about the benefit programs available to you.
Benefits
Benefits

Starbucks prides itself on our partners. We offer eligible partners working full-time or part-time comprehensive benefits, including health coverage (medical, dental and vision). Along with health coverage, your benefit options at Starbucks include life insurance, disability coverage, vacation, tuition reimbursement, employee assistance, commuter benefits, adoption assistance and more.

Initial Benefits Eligibility

Due to the requirements of the Affordable Care Act, we use your position and work schedule to determine how your initial benefits eligibility date is calculated.

Full-time* partners become eligible for benefits the first day of the month following 60 days of employment.

Retail hourly partners including baristas and café attendants become eligible for benefits after being paid at least 240 hours over a three-consecutive-month period. Starbucks begins monitoring your paid hours the first day of the month following your hire date (or the first of the month if you are hired on the first day of the month) and will continue until you become eligible. Once you are paid 240 hours over three full months, you will be eligible the first day of the second month following that calculation.

For example, if you are hired on May 2, we would measure for 240 paid hours in June, July and August. If you meet the requirement over that time, you would receive your enrollment kit in September and become benefits eligible effective October 1.

*Shift supervisors and shift managers are considered “full-time” for the purpose of determining initial benefits eligibility only.

Ongoing Benefits Eligibility

To continue eligibility, you must be paid for a minimum of 240 hours between the first and last days in each calendar quarter. Partners working in Hawaii become and remain eligible for benefits in accordance with Hawaii state regulations.

Enrollment

Once you become eligible for benefits, an enrollment kit is mailed to your home address. Then you have about two weeks to read through the benefits information and enroll online at mysbuxben.com or by speaking with a Starbucks Benefits Center representative. Partners may cover themselves and their eligible dependents, including children, spouse and same- or opposite-sex domestic partner.

Medical

Our medical plans include coverage for hospitalization, office visits, lab tests and x-rays, emergency care, prescription drugs, and mental health and chemical dependency treatment. Coverage of alternative care treatments, such as acupuncture, chiropractic care and homeopathic care, is included in our plans. Availability of these plans is based on where a partner lives and the proximity of health care providers in each plan’s network. The Premera Silver, Gold, Health Savings Plan and Hawaii Plan are administered by Premera Blue Cross and are available to all eligible partners living in the United States. Partners in Hawaii can enroll in the Premera Hawaii Plan or Kaiser Hawaii.
Benefits (continued)

**Dental**
Administered through Premera Blue Cross, our plan covers preventive, basic and major services, as well as orthodontia.

**Vision**
This plan covers eye exams, lenses, frames and contacts. Care is offered through a national network of eye-care professionals managed by Vision Services Plan (VSP).

**Reimbursement Accounts**
Benefits-eligible retail salaried and nonretail partners may participate in health care and dependent care reimbursement accounts. With these accounts, partners set aside pretax payroll deductions to pay for qualifying health and dependent care expenses.

**Dependent Care Reimbursement Account (DCRA)** allows annual contributions of up to $2,500 (if married and filing separate tax return) or $5,000 (if single, or married and filing joint tax return) to pay for qualifying dependent day care expenses.

**Health Care Reimbursement Account (HCRA)** allows contributions of $100 to $2,500 each year to pay for qualifying out-of-pocket health care costs.

**Life Insurance**
Starbucks provides basic life insurance coverage for all benefits-eligible partners. Salaried and nonretail partners can elect coverage equal to one times annual base pay. Supplemental coverage, up to four times base pay (subject to plan maximums), may be purchased through automatic payroll deductions. Retail partners are provided automatic basic coverage in the amount of $5,000. Supplemental coverage may be purchased in flat dollar amounts of $10,000, $25,000 and $45,000. Partners may also purchase life insurance coverage at competitive group rates for their spouse or domestic partner and dependent children.

**Disability**
Our disability plan coverage provides partial replacement of lost wages when a partner is unable to work due to an illness or injury.

**Short-term disability (STD)** provides partners with continued partial income for up to 26 weeks if they are unable to work due to a nonoccupational total medical disability. Benefits start after a short waiting period. (Partners working in Hawaii are eligible for Temporary Disability Insurance in lieu of short-term disability.)

**Long-term disability (LTD)** provides partial income replacement after short-term disability ends. Retail salaried and nonretail partners receive this coverage automatically, with Starbucks paying 100% of the premium. Retail hourly partners may purchase LTD insurance.

**Accidental Death & Dismemberment (AD&D)**
This coverage is available for all benefits-eligible partners.
Benefits (continued)

Employee Assistance Program (EAP)
This program provides short-term counseling for stress-related issues, emotional difficulties, critical incidents in the workplace and other personal concerns, including financial, legal and daily living (a resource on child care, elder care, school information and more). EAP services are available to all U.S. partners and their eligible dependents regardless of benefits eligibility.

CUP (Caring Unites Partners) Fund
The CUP Fund is a financial assistance program that helps Starbucks partners who experience a financial crisis resulting from an illness, the death of a partner or family member, or natural disaster or other extreme circumstances. All Starbucks partners are eligible to apply for financial assistance.

Adoption Assistance
Starbucks provides financial assistance to partners who have chosen to adopt. Partners eligible for Starbucks benefits may receive reimbursement of up to $4,000 to help pay for qualified expenses related to the adoption of an eligible child. Partners are also eligible for the Adoption Allowance benefit, which replaces up to two weeks of pay for time off needed to travel to pick up an adopted child and/or to settle the child in the partner’s home.

Starbucks College Achievement Plan
We don’t just believe in our partners’ potential. We invest in it. Eligible full- and part-time partners can finish a bachelor’s degree with full tuition reimbursement through Arizona State University’s top-ranked degree programs, delivered online.

All partners who are eligible for Starbucks U.S. benefits and do not yet have a bachelor’s degree have the opportunity for support through graduation:

<table>
<thead>
<tr>
<th>Juniors &amp; Seniors</th>
<th>Freshmen &amp; Sophomores</th>
</tr>
</thead>
<tbody>
<tr>
<td>Get full tuition reimbursement all the way to graduation.</td>
<td>Get a partial scholarship—plus need-based financial aid through Arizona State University.</td>
</tr>
</tbody>
</table>

Partners can choose from more than 40 undergraduate degree programs taught by top-ranked faculty members with real-world experience—degrees are not limited to majors that are relevant to a career at Starbucks. Plus, partners get personal support from dedicated counselors along the way. Find out more at starbucks.com/collegeplan.

Commuter Benefit Program
Starbucks offers an easy way to pay for work-related commuter expenses, such as transit passes, through pretax payroll deductions, saving partners money on their commuting expenses.

Eligibility
All U.S. partners are eligible, except for SSC (Starbucks Support Center) and Kent Flexible Plant, who have a separate program administered through Transportation Services.
Vacation
Starbucks vacation benefit is based on the partner's position, length of service and work location.

Salaried and Nonretail Hourly Vacation Schedule
These partners will either accrue vacation each pay period (for partners working in CA, CO, IL, LA and MA) or receive an annual vacation grant each October 1. Vacation hours are prorated for part-time partners.

<table>
<thead>
<tr>
<th>Completed Months of Service</th>
<th>0–36</th>
<th>36–60</th>
<th>60–120</th>
<th>120+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Vacation Grant or Annual Accrual Hours</td>
<td>80</td>
<td>120</td>
<td>160</td>
<td>200</td>
</tr>
</tbody>
</table>

Retail Hourly Vacation Schedule
Retail hourly partners begin to accrue vacation after 12 months of continuous service. If you work fewer than 40 hours per week, you will accrue vacation time on a prorated basis.

<table>
<thead>
<tr>
<th>Completed Months of Service</th>
<th>0–12</th>
<th>12–36</th>
<th>36–60</th>
<th>60+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maximum Vacation Accrual Hours</td>
<td>0</td>
<td>Up to 40</td>
<td>Up to 80</td>
<td>Up to 120</td>
</tr>
</tbody>
</table>

Holidays
Starbucks observes New Year’s Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. Retail hourly partners are paid 1½ times their base hourly rate of pay for any hours worked on these holidays.

Personal Days
Personal days are available to salaried and nonretail partners only. One paid personal day is awarded each July 1 and January 1 and must be taken within the following six-month period. No more than one personal day is available at a time.

Sick Pay
Salaried and nonretail hourly partners are eligible to accrue and use sick pay beginning with the date of hire. Sick pay replaces income when work is missed due to an illness, injury or doctor's appointment. Full-time partners accrue up to 40 hours of sick pay per year. Partners working in locations with legally mandated sick pay requirements will receive sick pay or paid time off as required.
Savings, Stock and Equity Reward Plans
Savings

Future Roast 401(k) Savings Plan
Starbucks 401(k) plan is an easy way to grow your savings through pretax and/or Roth after-tax payroll deductions. Partners on the Starbucks or a participating company’s U.S. payroll, age 18 or older with 90 days of service, are generally eligible to participate in Future Roast 401(k). Shortly before you become eligible, enrollment information containing plan details and instructions is mailed to your home address.

Eligible partners may contribute from 1% to 75% of their pay each pay period, up to the annual IRS dollar limit ($17,500 for calendar year 2014). Partners age 50 and older are subject to a higher IRS annual limit ($23,000 for calendar year 2014).

Starbucks Matching Contributions
When you save through the Future Roast 401(k) Savings Plan, Starbucks will match your contributions. The match will be contributed to the Plan along with each eligible partner’s 401(k) contributions each pay period.

The match rate is fixed each calendar year at either the Basic Starbucks Match or the Enhanced Starbucks Match rate:

**Basic Starbucks Match:** 100% match on the first 4% of eligible pay* that a participant contributes each pay period.

**Enhanced Starbucks Match:** 100% match on the first 6% of eligible pay* that a participant contributes each pay period.

Each year in November, the Board of Directors will make a decision as to which match rate will apply for the next calendar year. The match rate will be communicated to eligible partners in advance of the calendar year in which it will be effective. To view the current calendar-year match rate, log on to mysbuxben.com or the Partner HUB and choose Stock and Savings under the Benefits tab.

Vesting
Participants are immediately 100% vested in their entire account balance under the Future Roast 401(k). This includes all employer matches (including Basic and/or Enhanced), 401(k) pretax and/or Roth after-tax contributions, and any rollover account balances.

---

* The maximum amount of eligible pay that will be taken into consideration when calculating 401(k) pretax and/or Roth after-tax contributions and match for any calendar year is subject to IRS limits ($260,000 for calendar year 2014).
Stock and Equity Reward Plans

Stock Investment Plan (S.I.P.)
Since 1995, S.I.P. has provided Starbucks partners opportunities to purchase company stock each quarter at a discounted price through regular payroll deductions. Eligible partners may contribute 1% to 10% of their base pay each pay period.

Eligibility
Partners become eligible after 90 days of employment. Partners may elect to contribute 1% to 10% of their base pay each pay period. When a partner reaches initial eligibility, a postcard reminder is mailed to the partner’s home address.

Discounted Stock Purchase
After the end of each calendar quarter, each participant’s contributions are used to buy Starbucks stock at a 5% discount. The 5% discount is applied to the fair market value of Starbucks stock on the last business day of the quarterly offering.

Bean Stock
Started in 1991, Bean Stock is an equity reward (Restricted Stock Units) that turned Starbucks employees into partners by providing the opportunity to share in the financial success of the company through Starbucks stock. Every year, Starbucks Board of Directors evaluates the company’s performance, cost of the program and how many shares are available to grant to eligible partners. Bean Stock is an example of how Starbucks rewards you for the many contributions you make every day to Starbucks overall success.

Eligibility
Partners must be employed by Starbucks as of May 1 of the fiscal year preceding the grant date, and must have been paid for at least 360 hours during the fiscal year. Partners in a director position or above are not eligible for Bean Stock, but instead are eligible for equity awards under the Key Employee Stock Plan.
Perks for Partners
Perks for Partners

Designed exclusively for partners, these programs and discounts help connect partners with the resources to be their personal best.

Coffee and Tea Markout
Partners are eligible to receive a free coffee or tea “markout” every week. Each week, you may select one pound of whole bean coffee, with certain exceptions, or substitute one box of 12 coffee pods, one box of Starbucks VIA® Ready Brew packets, one box of K-Cup® packs, one box of Tazo® tea or one container of Tazo® concentrate.

In-Store Merchandise Discount
Partners receive a 30% discount on purchases of beverages, merchandise and food. Items excluded from the discount include, but are not limited to, Starbucks Cards and newspapers. Coffee, tea or milk-based beverages consumed by partners while on a work break are free of charge.

Wellness Program
Our wellness program provides tools and information to help partners learn about their health and wellness and offers suggestions to maintain and improve overall health.

Partner Recognition Program
Starbucks success reflects the quality, imagination and initiative of our partners. We recognize our partners’ contributions at all levels of achievement through formal and informal recognition programs.

Partner Connection Program
This program links partners who share common interests, helps foster a well-balanced life and supports having fun while helping with some of the associated costs.

Partner Discounts
We offer partners discounts at local businesses, national retailers as well as service providers who provide voluntary benefit programs like discounted auto, home and pet insurance.

Starbucks Coffeegear™
Partners receive exclusive access to Starbucks-branded apparel and promotional items not available anywhere else.

Elite Athlete Program
We provide support to partners participating in athletics at a world-class level.