

# Your Special Blend

Rewarding Our Partners

STARBUCKS®



# 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.

Partners enjoy awesome benefits and share in our financial success through our signature programs, proudly offered to eligible part-time and full-time partners, including:

- Extended health coverage (medical, vision and out-of-Canada emergency medical)
- Dental coverage (basic, major and orthodontia)
- Employee Assistance Program for partners and their family members
- Future Savings Program (RRSP) 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 tuition assistance, partner discounts, free coffee, 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.

## Bonus

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

## Benefits

Includes life insurance, health and dental coverage, income protection, time off, tuition reimbursement, the employee assistance program and more.

## Future Savings

Access to contribute pre-tax dollars to the group RRSP, includes Starbucks matching contributions to help you save for the future.

## Stock

S.I.P., our discounted stock purchase plan, and *Bean Stock Reward*, 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, visit the Partner Hub to learn more about the benefits programs available to you.



# Benefits



# Benefits

Starbucks prides itself on our partners. We offer eligible partners working full-time or part-time access to a diverse range of benefits, including extended health coverage. Along with health coverage, your benefit options at Starbucks include company paid life and AD&D insurance, disability coverage, vacation, tuition reimbursement, employee assistance, adoption assistance and more.

## Initial Benefits Eligibility

**Full-time partners** become eligible for benefits the first day of the month following 90 days of employment.

**Retail hourly partners** become eligible for benefits after being paid at least 160 hours over a two-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 160 hours in a calendar quarter, you will be eligible the first day of the month following that calculation.

## Maintaining Benefits Eligibility

Benefits eligibility audits are conducted four times a year, once in March, June, September and again in December, to determine whether you have been paid the hours needed to maintain eligibility. Retail hourly partners must be paid a minimum of 240 hours (an average of 20 hours per week) during each calendar quarter.

## Enrolment

Once you become eligible for benefits, an enrollment kit is mailed to your home address. You will have 31 days to enroll online at [manulife.ca/planmember](http://manulife.ca/planmember). Partners may cover themselves and their eligible dependents, including children, spouse and same- or opposite-sex domestic partner.

## Extended Health

Our health plan includes coverage for a host of medical services not included in your provincial medical plan, i.e. hospitalization, out-of-Canada emergency medical, prescription drugs, paramedical treatment, etc. Coverage of alternative care treatments such as naturopathic, massage therapy, osteopathic and chiropractic care are included.

## Vision

This plan covers eye exams, prescription lenses, frames and contacts.

## Dental

Our plan covers preventive, basic and major services, as well as orthodontia.

## Life Insurance

Starbucks provides basic life insurance coverage for all benefits-eligible partners. Full-time partners are provided with coverage equal to one times their annual earnings. Retail hourly partners are provided with coverage in the amount of \$10,000. Supplemental coverage for partners, eligible spouse/domestic partner and dependent children is also available for purchase.

## Accidental Death & Dismemberment (AD&D)

Starbucks provides accidental death & dismemberment (AD&D) coverage for all benefits-eligible partners.

## 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):** Retail hourly partners may receive partial income for up to 35 weeks when unable to work due to a non-occupational medical disability. Partners must satisfy a waiting period and claim adjudication successfully to receive benefits. Full-time partners may receive partial income for up to 17 weeks when unable to work due to a non-occupational medical disability.

**Long Term Disability (LTD)** Provides partial income replacement after Short-Term Disability ends. Full-time partners receive this coverage automatically, with Starbucks paying 100% of the premium.

## 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, career counselling and more). EAP services are available to all Canadian partners and their eligible dependents regardless of benefits eligibility. Services are free, confidential and available 24/7 for partners and their families.

## CUP (Caring Unites Partners) Fund

Funded entirely by partner contributions, the Caring Unites Partners (CUP) Fund is a financial assistance program that helps Starbucks partners who experience a financial crisis resulting from an illness, death of a family member, or natural disaster or other extreme circumstance. 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 \$10,000 to help pay for qualified expenses related to the adoption of an eligible child.

## Tuition Reimbursement

We don't just believe in our partners' potential. We invest in it. Following six months of service, partners can receive up to \$1,000 annually in reimbursement for tuition, books and fees at any accredited institution for a variety of degrees, diplomas and certificates. Reimbursement maximums are based on the partner's years of service.

## Vacation

Starbucks vacation benefit is based on the partner's position, length of service and work location.

### Full-Time Partners

On the first day of each fiscal year, partners receive their annual vacation grant with the understanding that this time will be earned over the course of the fiscal year. The grant for partners hired after the first day of the fiscal year will be pro-rated based on their hire date.

The following table summarizes the vacation granted for full-time partners.

Completed Months of Service	Less than 36	36-60	60-120	120+
Annual Grant	2 weeks*	3 weeks	4 weeks	5 weeks

\* Saskatchewan partners receive one additional week due to legislative requirements.

### Retail Hourly Partners

Partners accrue vacation each pay period with each hour worked, which can be taken following six months of continuous employment.

The following table summarizes the accrual limits for retail hourly partners.

Completed Months of Service	Less than 60	60-120	120+
Annual Accrual	2 weeks*	3 weeks	3 weeks*

\* Saskatchewan partners receive one additional week due to legislative requirements.

## Holidays

Starbucks observes statutory holidays in accordance with provincial requirements.

## Sick Pay

Full time partners are eligible to accrue and use sick pay following 90 days of service. Sick pay replaces income when work is missed due to an illness, injury or doctor's appointment.



# Savings and Stock



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

Eligible partners who contribute through payroll deduction to the group RRSP will have their contribution matched dollar for dollar by Starbucks directly into a DPSP (Deferred Profit Sharing Plan), to a maximum of 2% of your salary.

### **Vesting**

The partner's contributions are 100% vested (i.e. owned by the partner). The company's contributions vest following two years of plan participation.

### **Eligibility**

Full-time partners are eligible beginning the first day of the month following 90 days of service. Retail hourly partners are eligible beginning the first day of the month following 60 days of service.

## **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 Reward***

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 Reward* 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. 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

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

## Coffee and Tea Markout

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, or one box or container of Teavana® tea.

## 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.

## Partner Gold

For all of the moments of connection partners create - they're pure gold. That's why when partners register their partner cards for My Starbucks Rewards (MSR)—our customer loyalty program they're given Gold level status within 24 hours, allowing them to enjoy exclusive benefits and partner offers.

## Partner Wellness

Tools and resources designed to help partners and family members live a healthy, active lifestyle—and maybe even have a little fun.

## 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 exclusive discounts at local businesses, national retailers and service providers for a variety of offers like discounted home and auto insurance, car rentals, hotels, tickets, attractions, spas, gym memberships, etc.

## 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.



**Total Pay** This Total Pay summary describes certain highlights of some of Starbucks Total Pay plans. Keep in mind that the Total Pay 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 Total Pay 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 provincial laws governing Total Pay programs, the provisions of a contract or a policy involving an insurance company or any other reasons is the company's sole discretion. This policy applies with regard to all aspects of one's employment, including hiring, transfer, promotion, compensation, eligibility for benefits and termination.

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