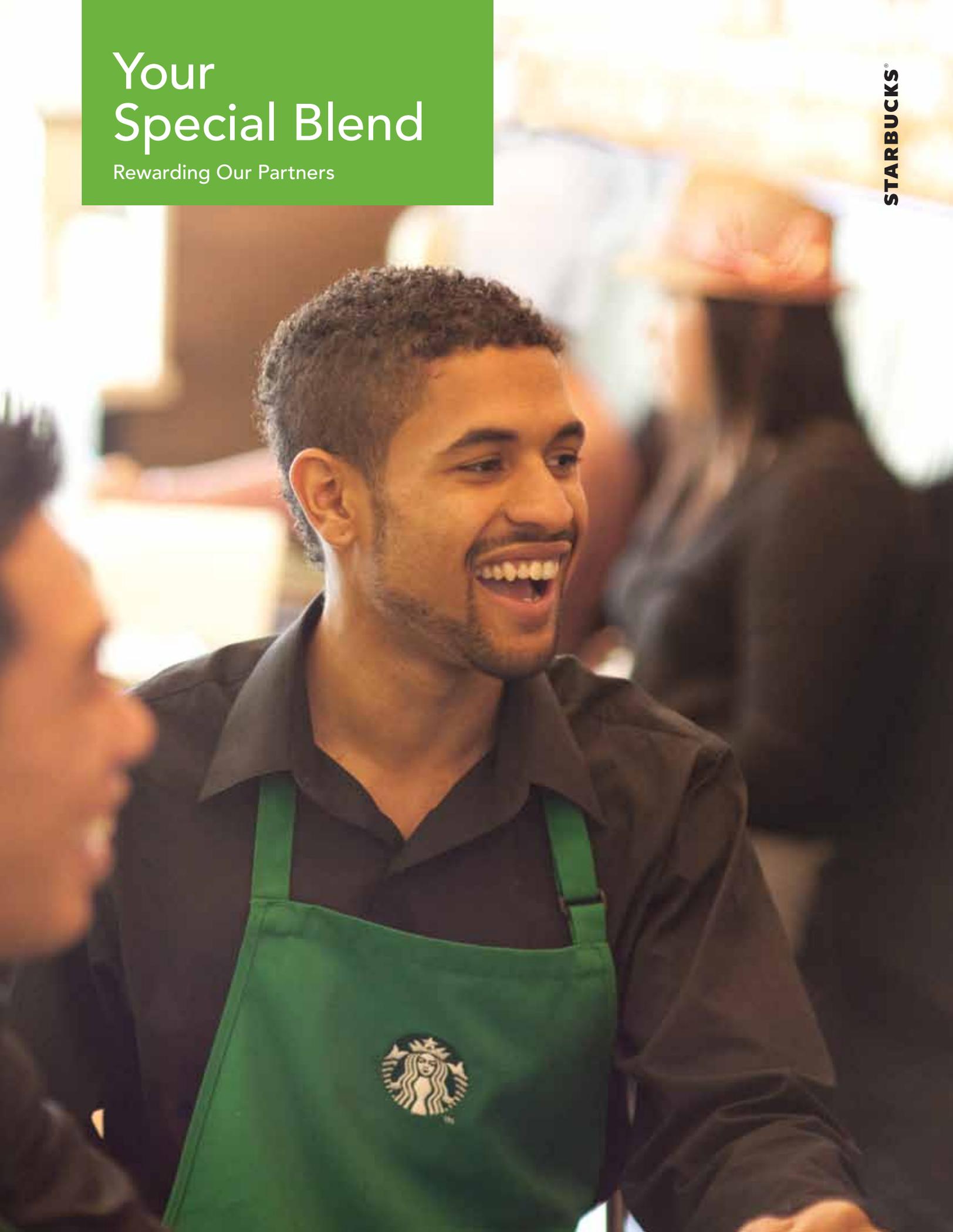


# Your Special Blend

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 excellent benefits and share in our financial success through our signature programs that we proudly offer to 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 and 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.

## 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](https://mysbuxben.com) to learn more about the benefit programs offered to you.



# Benefits



# Benefits

Starbucks prides itself on our partners. We offer 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

You become eligible for benefits (if you work in the U.S. mainland) once you have received pay for at least 160 hours over a two consecutive month period. Starbucks monitors your paid hours on the last Friday of every month until you become eligible.

## 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](http://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 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 some of the 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 Routine Care PPO and Your Care PPO plans are administered by Premera Blue Cross and are available to all eligible partners living in the United States (except for Hawaii). California partners have an additional option of enrolling in the Kaiser California HMO plan. Partners in Hawaii can enroll in the HMSA Preferred Provider Plan or Kaiser Hawaii.

## Dental

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

# Benefits (continued)

## 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 non-retail 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 \$5,000 each year to pay for qualifying out-of-pocket health care costs.

## Life Insurance

Starbucks provides basic life insurance coverage for benefits-eligible retail salaried and non-retail partners 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 hourly partners may purchase life insurance in flat dollar amounts of \$10,000, \$25,000 and \$50,000. 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 non-occupational 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 non-retail 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.

## 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.

# Benefits (continued)

## **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 U**

This program supports partners at all stages of their career and educational journey. It gives partners the flexibility to mix and match benefits to achieve their educational goals, and provides financial savings by reducing out-of-pocket expenses.

**College Credit for Starbucks Training** – partners receive credit for completing Starbucks training.

**Academic and Career Advisement** – personalized, professional support to help partners build educational plans that align with their career aspirations.

**Student Discounts** – savings on textbooks, technology and more.

**Savings and Scholarships at Select Schools** – tuition discount for partners and eligible family members at City University of Seattle and Strayer University. These schools also offer exclusive partner scholarship opportunities.

**Tuition Reimbursement** – \$500–1,000 per year available for benefits-eligible partners who have at least one year of continuous service at the time the course begins.

## **Starbucks 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, excluding SSC (Starbucks Support Center) and Kent Roasting Plant partners, who are eligible for programs administered locally at these locations.

# Benefits (continued)

## Vacation

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

### Salaried and Non-Retail 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.

Completed Months of Service	0-36	36-60	60-120	120+
Annual Vacation Grant or Annual Accrual Hours	80	120	160	200

### 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.

Completed Months of Service	0-12	12-36	36-60	60+
Maximum Vacation Accrual Hours	0	Up to 40	Up to 80	Up to 120

## 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 non-retail 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 non-retail 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.



# 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 payroll deductions. U.S. partners 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 (\$17,000 for calendar year 2012). Partners age 50 and older are subject to a higher IRS annual limit (\$22,500 for calendar year 2012).

## 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](http://mysbuxben.com) and click on the Stock and Savings tab.

## Vesting

Participants are immediately 100% vested in their entire account balance under the Future Roast 401(k). This includes all employer match (whether Basic or Enhanced), 401(k) and any rollover account balances.

# 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 and after being paid for an average of 20 hours per week during the three months preceding the quarterly offering. 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. You may select one pound of whole bean coffee, with certain exceptions, or substitute one box of 12 pods, one box of VIA® Ready Brew packets, one box of Tazo® tea or one container of Tazo® concentrate each week.

## In-Store Merchandise Discount

Starbucks partners get a 30% discount on purchases of beverages, merchandise and food. Items excluded from the merchandise 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.

## Thrive Wellness

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

Links groups or teams of three or more partners who share common interests, from reading to sports. This program helps foster a well-balanced life by connecting partners and helping with some of the associated costs.

## Partner Discounts

We offer partners discounts at thousands of 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 Athletics 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 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.