



Creating Our Future Together as Partners

PARTNER INVESTMENTS: 100-DAY PROGRESS UPDATE

PROGRESS UPDATE ON PARTNER INVESTMENTS

For eligible US-CO stores

Effective August 1, the minimum starting rate for all hourly partners is now **\$15/hour or more**.

Thousands of eligible partners have already started the **Coffee Master program** since its re-launch and we just finished phase 2 of **co-creating our new coffee blend on Springboard** during the Barista Craft Training experience.

Nearly 12,000 partners voted on a **NEW green apron card theme** via Springboard and other avenues globally, selecting the “heritage” theme as their favorite.

Exploring **dress code updates in late August** based on partner feedback.

Partners enrolled in Starbucks healthcare can now access a **medical travel reimbursement benefit** for eligible travel expenses when accessing an abortion or gender-affirming procedure. This benefit will support eligible partners (and their eligible dependents) who cannot legally access this care in their state of residence and do not have a provider available within 100 miles of their home.

Doubled time for new Barista and SSV training with more practice time, de-escalation and coffee education. And provided time for all current partners to complete **Barista Craft Training** to build confidence and focus on coffee, craft and connection.

Continuing **MyDaily and Shift Marketplace enhancements**. DM View in MyDaily is **now live!** Shift Marketplace borrowing updates for hourly partners and store managers expected **late September**.

Launched Item Availability enhancements in June so you only have to mark items unavailable once for both POS and MO&P!

Testing planned in **late August** for five districts across the U.S. and Canada for the **new Partner App**.

Ongoing collaboration sessions in U.S. Retail.

DM led **shift supervisor leadership sessions** ongoing, **July 18–August 19**.

Since launching **Springboard to all U.S. partners**, we have used it to co-create our new coffee blend and vote on green apron card themes.

TO BE A PARTNER MEANS

- You have the **pay, benefits** and **stability** you need, so you can focus on your aspirations.
- You have everything you need to have the **best shift, every shift**.
- You are **recognized** and **celebrated** for who you are.
- You are part of **co-creating** the future of Starbucks. You have a **voice**, you are **heard**, you can **make a difference**.

COMING SOON

September onwards

Financial well-being benefits – from support and incentives to help you start and grow savings, to resources to help with student loan repayment. **More information coming soon!**

Faster **sick time** accrual.

Exploring **upskilling and career mobility programs** to support partner career aspirations in an ever-changing economy.

A new, modernized **recognition experience** and platform launching this Winter!

Manager alerts on Shift Marketplace.

Cold Beverage Station labelers in more stores.

More time for **hourly personal development conversations**, August 30–September 25.

Enhancing in-app tipping, and unlocking credit card tipping in late 2022 so customers can better recognize our partners.

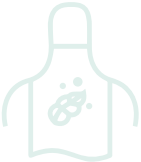
Quarterly foundational training for all partners.

New **Barista 180** training program in December.

The next **Partner Experience Survey** will take place **October 3–16**.

More opportunities to **co-create with Springboard** coming soon!

Pay, Benefits & Recognition



Training, Technology & Equipment



To Be Heard, To Have a Voice



How will these changes be implemented? New pay and benefits changes will apply to stores where Starbucks has the right to unilaterally make these changes. At stores where union organizing or petitioning for unionization is occurring it is unlawful for us to promise or give new wages and benefits, and where a union has been certified as the representative, it is unlawful to change working conditions unilaterally. Starbucks remains committed to bargaining in good faith. Scan the QR code to learn more, or visit: one.starbucks.com/implementation-of-benefits.

*Refer to the new one-pager at the link above for additional details on implementation of benefits announced on May 3, 2022.

