

Creating Our Future Together as Partners

An Update for partners in U.S. Company-Operated locations



We are excited to co-create the next chapters of Starbucks, and elevate our partner experience, together. We know some partners have questions about their eligibility to receive the investments we announced on May 3. We understand the confusion and want to address those questions.

Unfortunately, under federal law, Starbucks is not allowed to unilaterally change terms and conditions of employment, including improved pay and benefits, for partners in unionized stores or stores undergoing organizing activity. Here's why:

- In organizing stores, we are required to maintain the status quo during the election period.
- In certified stores, we are obligated to bargain in good faith, as is the union, on any terms and conditions of employment.
- In stores without any organizing activity, we can legally and unilaterally make improvements.

The chart below clarifies the stores in which we are legally able to implement the investments, and the stores in which we are not. Our ability to make any improvements to pay and benefits is all based on the date we announced investments, and the date union organizing began in a store.

We will continue to communicate with partners on how investments related to pay and benefits may be implemented, so you always have that clarity.

Partner Investments announced May 3, 2022	Stores where there is NOT a union or union organizing on or before May 3, 2022	Stores where there IS a union or union organizing	
		On or before Oct. 27, 2021	On or before May 3, 2022
Partner pay increased to \$15/hour <u>or</u> a 3% increase, whichever is higher. For eligible tenured hourly partners, at least a: • 5% raise for 2–5 years; • 7% for 5+ years ¹	Yes, on Aug. 1, 2022	No	No – however, partners in these stores are eligible for the pay increases announced in Oct. 2021 • \$15/hour or 2%, whichever is higher • Tenured hourly partners with 2+ years are eligible for at least a 3% raise These are effective Aug. 29, 2022, as announced last October.
SM one-time base pay increase ²	Yes, \$4,000 increase effective Aug. 1, 2022		
ASM one-time base pay increase ²	Yes, \$2,400 increase effective Aug. 1, 2022		
SFM one-time base pay increase ²	Yes, \$2,000 increase ¹ effective Aug. 1, 2022	No	Yes, \$1,000 increase ¹ effective Aug. 29, 2022
Coffee Master and Black Apron eligibility with opportunities to visit Hacienda Alsacia!	Yes	No	No
Exploring dress code updates related to tattoos, piercings and color palettes	Yes	No	No
Doubling training time for new Baristas and SSVs with more practice time, de-escalation and coffee education	Yes	Yes	Yes
Immediately resolving all 'non-critical' repairs and maintenance requests	Yes	Yes	Yes
Replacing store iPads with new models	Yes	Yes	Yes
Launching a Partner App ³ designed with your input on tools and features	Yes	No	No
Extending collaboration sessions to support partners, roasting plants, retail leaders	Yes	No	No
Creating dedicated time this summer for every store to connect	Yes	No	No

¹SFM increase shown is based on a full-time, annualized schedule, and will be applied to the hourly rate of pay

²One-time pay increases were announced for SMs, ASMs, and SFMs on January 10, 2022, and on May 3 we announced those previously communicated values would be enhanced. SFMs in stores where there is a union or union organizing on or before January 10, 2022 are not eligible for any increase.

³Planned launch in August 2022 for eligible partners.