



Your Partner Experience

HANDCRAFTED JUST FOR PARTNERS,
here are some of the investments we're making in you.

Express Yourself

Starts October 20



- New, updated dress code created from **your** feedback
- More choices & more opportunity to express your individuality

Nosh at no cost

January, 2015



- Enjoy one free food item each day that you work – your choice
- Try something new or delight in your usual favorites

Let's Talk About You

January, 2015



- More individual time with your manager
- Sit down twice a year for half an hour with your manager, where the only topic is your development and performance
- Deeper conversations about your aspirations
- No more performance ratings for baristas and shift supervisors
- More time to lead your business

Did You Say Pay?

January, 2015



- We are increasing barista & shift supervisor start rates
- All baristas and shift supervisors will receive a pay increase
- Partners at or over the top of the range will receive a lump sum instead
- Competitive review of all pay rates every year
- Annual pay review cycle

Stand Up & Be Recognized

January, 2015



- Partner of the Quarter bonus. One partner per store each quarter.
- New Barista Trainer premium. Recognizes the important role you play in setting up our newest partners for success.

Add it Up



- **401(K) Savings Program** – save for retirement
- **Bean Stock** – partners share in Starbucks success through stock ownership
- **Starbucks College Achievement Plan** – earn a college degree, tuition free
- **Healthcare Benefit Plan** – take good care of yourself & your family
- **Employee Assistance Program** – a little extra help when you need it
- **Partner Perks** – special deals & discounts for partners
- **CUP Fund** – partners helping partners
- My Starbucks Rewards auto-Gold for partners

